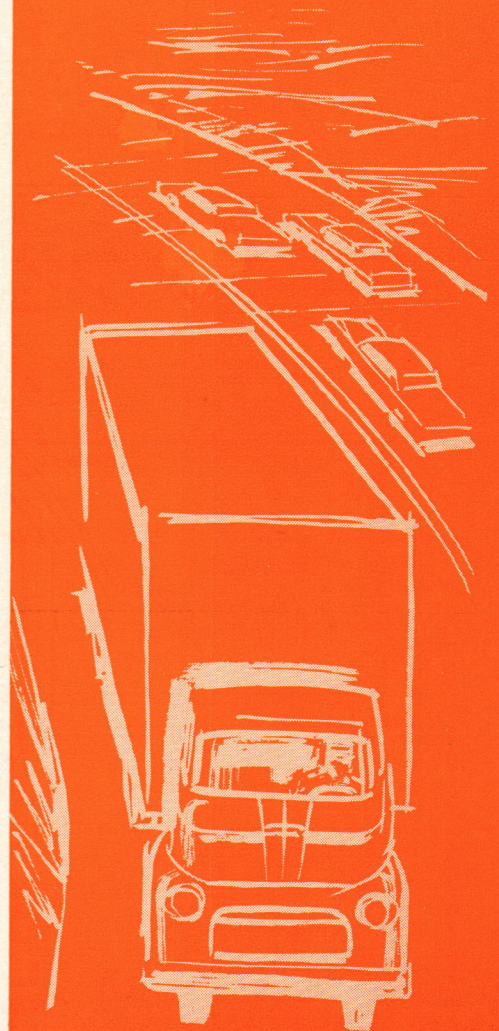


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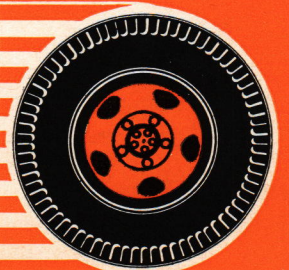
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



Teamster Russell Beaulieu

Local 251 Member Driver of the Year

... See page 4





LABOR'S PLACE IN HISTORY

LEGIONS OF ANXIOUS workmen created their own colorful language during the struggles for American unionism in the past century.

The special words—usually applied to union foes—are blunt and descriptive. Like warm peanut butter, they have spread easily over the Yankee slice of linguistic bread. They are very much with us today.

As Archie Green wrote recently in *Industrial Relations* published by the Institute of Industrial Relations at the University of California in Berkeley: "Words initially transferred to unions from particular trades, related social movements, or the underworld have, in time, moved on into general speech."

Green cited the 1964 Presidential campaign in which Goldwater Republicans assailed "the rat-fink Eastern press" as an example of what he meant.

He found the earliest record of "rat" to be in Albany, N.Y., where, in 1816, the Typographical Society circulated a list of those who "have acted dishonorably toward their societies."

He found the earliest mention of "fink" in the *Seattle Union Record* of May 30, 1918, when Pacific Coast waterfront workers were making a concerted drive against employer fink halls—"open" hiring halls.

Said the *Union Record*: "A fink is the remains of what once was a human being, but who, through ignorance, is a menace to himself and society."

Green, who was writing on the subject of American labor lore, added another fink milestone: "At the time of the 1934 maritime strike, San Francisco longshoremen and other seafarers burned their fink (registration) books in a dramatic ritual that symbolized their rebirth as free workers."

He concluded: "There is no adequate etymology for fink; perhaps some day the word will be traced from its obscure past into labor lingo and out again into teenage talk (in the fifties) and the Goldwater campaign."

Many labor words have been borrowed from other contexts and climates. One of the earliest, and most reprehensible words applied to certain non-unionists was that of "scab."

Scab was the name for a skin disease in the 11th century. By the 14th century it came to identify a mean, scurvy rascal. Scab gained its current meaning as a utility noun during the Civil War. Novelist Jack London years later wrote one of the most colorful and enduring definitions of a scab.

Besides "rat," "fink," and "scab," numerous other words have crept into the language through the vehicle of the labor movement. Among them are—blackleg, crimp, dehorn, faker, freerider, goon, gypo, homeguard, hooker, moonlighter, noble, piecard, popsickleman, porkchopper, salmonbelly, scissorbill, seagull, sellout, skate, and yellowdog.

Such words, while not pleasant, have served a purpose in the labor movement and later in society's general usage. The words have established boundary lines by which a workingman's conduct can be judged against a standard held by his peers. Not to be a "rat," "fink," or "scab," for instance, is to be a desired trade unionist.

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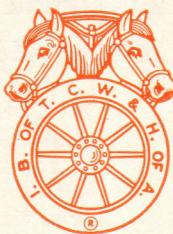
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July, 1965

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At Odds on Intricacies
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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

Teamster Member Treats Three Accident Victims

Ronald A. MacMillan, a member of Teamster Local 346 in Duluth, Minn., was credited with helping to save the lives of three men injured in a traffic accident recently.

MacMillan was driving out of the city to a lake cabin and some fishing when he saw a convertible wrecked on railroad tracks below a viaduct. The car had slammed into a power pole and overturned, pinning the three occupants.

MacMillan and another witness to the mishap carried broken rail ties to form a wedge and pried the auto off the victims. Then MacMillan, a one-time ambulance driver who still carries a complete first-aid kit in the trunk of his car, began giving first aid to the men.

The accident victims were ready for removal to a hospital when the ambulance arrived. Officials said MacMillan's quick action probably prevented the injured men from experiencing more serious complications.

Vice President Diviny On Highway Board

International Vice President Joseph J. Diviny recently was appointed to the board of directors of the Californians for Modern Highways, Inc., by Gov. Edmund Brown.

Diviny, a Teamster since 1923, is president of Teamster Local 85 and Teamster Joint Council 7. He also heads the Western Conference Over-the-Road and General Hauling Division, and is a director for the Highway Drivers Council of California.

Teamster Named Advisor To State Committee

E. S. Benjamin, secretary-treasurer of Teamster Local 670 in Salem, Ore., was one of four members of organized labor recently named to a 15-member committee that will advise the State Board of Education regarding plans for vocational education.

Minneapolis Council Officer Ends 30 Years

Joseph F. O'Hare was treated to a grand testimonial dinner as he retired from office as secretary-treasurer of Teamster Joint Council 32 in Minneapolis, Minn., and Teamster Local 289 after 30 years on the job.

FIELD

The head table list of speakers scheduled to attend the affair included General President James R. Hoffa; International Vice Presidents Gordon Conklin, John O'Rourke, Frank Fitzsimmons, and Murray Miller; Minnesota Lt. Gov. A. M. Keith, and Minneapolis Mayor Naftalin.

Driver Commended By State Patrol

William Shea, a member of Teamster Local 961 in Denver, was commended recently by the Colorado State Patrol for averting a serious accident.

Shea drove his tractor-trailer rig into a roadside ditch to avoid hitting a jackknifed panel truck which was hauling a trailer. The latter vehicle's tire had blown.

Teamster Local Applies For Radio License

Teamster Local 688 of St. Louis, Mo., is one of 13 groups that have applied for the broadcasting license of Radio Station KWK.

The FCC revoked the station's license for fraudulent conduct in treasure hunt contests conducted five years ago. The station was scheduled to go off the air June 30.

Harold J. Gibbons, International Vice President and secretary-treasurer of Local 688, said that if the local union's bid for the KWK license is successful over the competing groups, that all profits would be turned over to charity.

The Teamster license application was made under the name of the "Six-Eighty-Eight Broadcasting Co."

Eugene Officer Retires After 25 Years' Service

R. G. Sorenson has retired after serving on the executive board of Teamster Local 57 in Eugene, Ore., for 25 years.

Sorenson served for many years as president and later as vice president of the local.

El Centro Officer To Joint Committee

Richard Gibbons, secretary-treasurer of Teamster Local 898 in El Centro, Calif., recently was appointed by the California Labor Federation to serve on the U.S.-Mexico Trade Union Committee to further educational activities along the border. The committee has six members.

Working for the Common Good

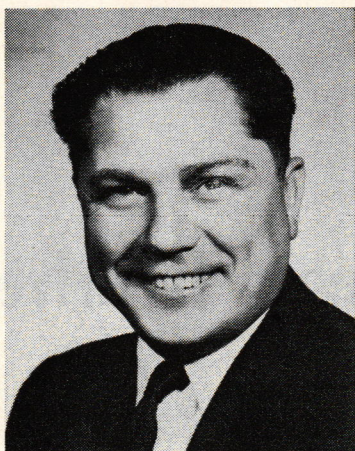
EACH ISSUE of the International Teamster magazine is a tribute to the more than 1½ million men and women who make up this great International, as it reflects the wide variety of activity in which our members participate for the common good.

In this issue there are reports on such things as a driver who makes safety on the highways his business; members and their wives who come to Washington, D. C., to lobby for the common good; a local union in New York which gave a station wagon bus to a school for handicapped children; local unions providing scholarship money for deserving children; a local union which participates in a job training program; a local union which conducts a seminar to educate its members to all benefits available to them; and local unions which have gone into the field organizing non-union workers and negotiating contracts for them.

I had the honor last month to present a small token to the Driver of the Year in ceremonies in Washington, D. C. His act of heroism and his record of safe driving certainly qualified him for the honor. He is one of thousands and thousands of our drivers who make the highways a far safer place than they might be because they make safety their business. The professional manner in which they negotiate roads and highways is an example to be followed by all motorists.

I also had the honor last month to address another of our DRIVE Motorcades. I believe these Motorcades, in which our members and their wives make legislation their business, represent the finest measure of Democracy in action. These people come to Washington to lobby for the common good—for such things as Medicare, aid to education, union security, voting rights, just to name a few. All their efforts are for the common good. Compare their lobbying to other lobbying which seeks to direct laws and divert taxpayers' money to selfish projects and vested interests and I think you will agree with me.

Generosity takes many forms, some more dramatic



than others. But, consider the donation of the local unions in Joint Council No. 17 of a station wagon bus to Day Care Training Center for Handicapped Children in Monroe County, N. Y. I can think of no greater service to mankind than to help children, and when those children are ones with physical handicaps, the deed is especially commendable.

One of the greatest accomplishments of working men and women is their present ability—yet with great sacrifice—to send their children to college. Many of our local unions wisely are providing scholarship money to help youngsters develop their potential so they can serve mankind in their chosen professions.

This issue of the magazine tells of a local union which participates in a job training program, helping workers to equip themselves for even better jobs, thus increasing their earning power and helping them develop their potentialities.

And, another local union has begun a series of annual stewards' conferences at which emphasis is on obtaining all benefits available. The aim here is to fully inform the rank-and-file through their stewards not only of all benefits under the union contract but also benefits provided by law. This is in the highest tradition of trade union democracy and trade union service.

Those are but a few of the many and varied activities engaged in by our local unions and our members. These instances—and those reflected in each issue of the International Teamster—dramatize how our members work for the common good. What becomes apparent here is that the greater the degree of economic freedom gained through good union contracts, the greater the efforts of our people toward helping their fellow man.

Put all of these instances together and one has a composite view of the kind of organization our more than 800 autonomous local unions have built. It is that kind of organization because rank-and-file members demand it and elected leaders carry it out.

That is why we can look our critics in the eye, and say:

"We stand on our record of effort for the common good."

James R. Hoffa

STATE OF THE UNION

Teamster Excellence

Local 251 Member Is Driver of the Year

TEAMSTER Russell L. Beaulieu, a Rhode Island truck driver who saved a school teacher from drowning and has logged nearly a million miles without an accident, has been named the 1965 "National Driver of the Year."

The American Trucking Assns., Inc., bestowed the honor on Beaulieu, a member of Teamster Local 251 in Providence, in recognition of his act of bravery and outstanding safe driving record during his 10-year driving career most of which has been experienced in areas of heavy traffic congestion.

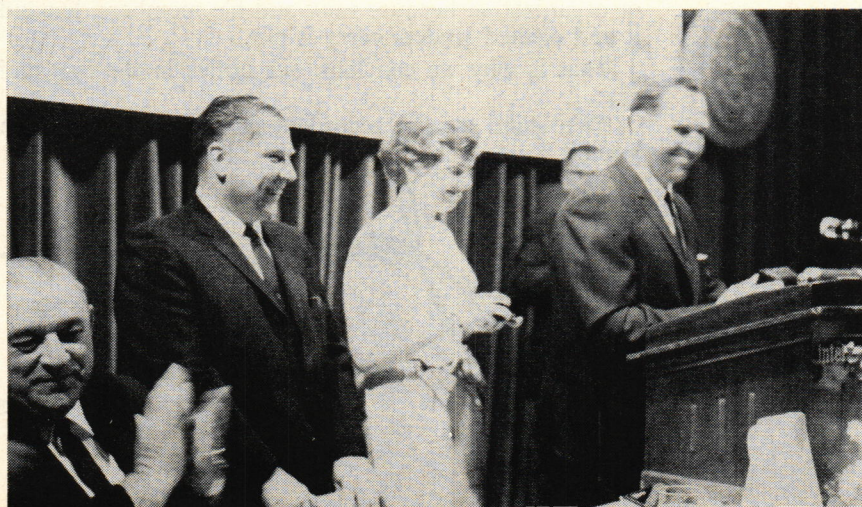
Teamster President James R. Hoffa, acknowledging Beaulieu's professional excellence, presented the Rhode Island Teamster and his wife with Teamster watches when Beaulieu was in Washington, D. C. to receive the driver of the year award.

Mr. and Mrs. Beaulieu were spe-



Teamster Russell L. Beaulieu, named the 1965 "National Driver of the Year," was cited for his bravery in saving a motorist from drowning and for rolling up nearly a million miles of accident-free driving. Beaulieu is a member of Teamster Local 251 in Providence, R. I.

Russell L. Beaulieu (right), Driver of the Year for 1965, is shown making a few remarks after he and his wife (center) received DRIVE watches from General President Hoffa. To Hoffa's left is William Presser, president of Teamster Joint Council 41.



cial guests at a DRIVE motorcade banquet. Hoffa praised Beaulieu for his heroic acts, for his enviable record of safe driving, and for his long trade union association which Hoffa called the backbone of the American way of life.

Beaulieu, 35, a resident of Fall River, Mass., was nominated for the national awards by the Rhode Island Truck Owners Assn., which had previously named him "Rhode Island Driver of the Year."

Beaulieu, a skin diving hobbyist, rescued Edward F. Wright, a Swansea, R. I., school teacher, last November when Wright's car failed to make a turn on a road leading to a textile mill and plunged into the chilly waters of the plant's pond.

The Teamster, who saw the accident as he was backing his Branch Motor Express tractor-trailer into the plant's loading dock, ran to the edge of the pond as Wright's car started to sink.

Beaulieu dove into the icy water. He reached the car as it settled on the bottom 12 feet down. He pulled Wright through the car window, brought him to the surface, and helped him ashore.

In a letter to Branch Express after his harrowing experience, Wright, a non-swimmer, said:

"Mr. Beaulieu's calmness and perfect control, even after the accident, was a wonderful example of how the perfect truck driver would react."

In addition to his skin diving hobby, Beaulieu has been active in the Fall River, Mass., Boy's Club as an instructor in water safety. He is married and the father of one child.

Victory in the South

700 Drivers and Tank Line Maintenance Crew Now Working Under Teamster Pact

Some 700 drivers and maintenance men of one of the largest tank line operations in the South—with terminals in five states—recently chose the Teamsters Union as their collective bargaining representative and already have a new contract.

The successful organizing campaign at Hearin-Miller Transporters, Inc., following the merger of three tank line companies, resulted in the establishment of a new Tank Line Division in the Southern Conference of Teamsters.

International Vice President Murray W. Miller, director of the Southern Conference, named R. B. Bunch, a Conference organizer, as chairman of the new division.

Victory at Hearin-Miller was not achieved without some complications, however, which made the ultimate success doubly sweet.

18 Terminals

Merging into a single firm last winter were the Hearin Tank Line, Chambers Tank Line, and Miller Tank Line. Together, they employ and operate approximately 650 pieces of equipment. They maintain 18 terminals scattered over Alabama, Louisiana, Mississippi, Tennessee, and Texas.

At the time of the merger, only two Chambers terminals were organized, one of them located at New Orleans. But after the tank line companies formed their combine, the new Hearin-Miller firm refused to negotiate a contract renewal at the New Orleans terminal formerly operated by Chambers.

As a result of the refusal to bargain, Teamster Local 270 in New Orleans petitioned for an election—not only at the Chambers terminal but at the old Hearin terminal located in the same city.

Up for decision was the question of whether the bargaining rights should go to Teamster Local 270 or to the Independent Transportation Workers Union which represented the Hearin employees previous to the merger.

Another complication then arose when the Independent Transportation Workers Union applied for and was

granted a Federated Charter by the Louisiana State Labor Council AFL-CIO, and in turn petitioned for an election at all terminals involving all employees who had previously worked for the Hearin, Chambers, and Miller companies.

A Program

As a result of the ITWU petition, Southern Conference Director Miller worked out a program with General President James R. Hoffa. A campaign was begun to take on the ITWU over the entire operation.

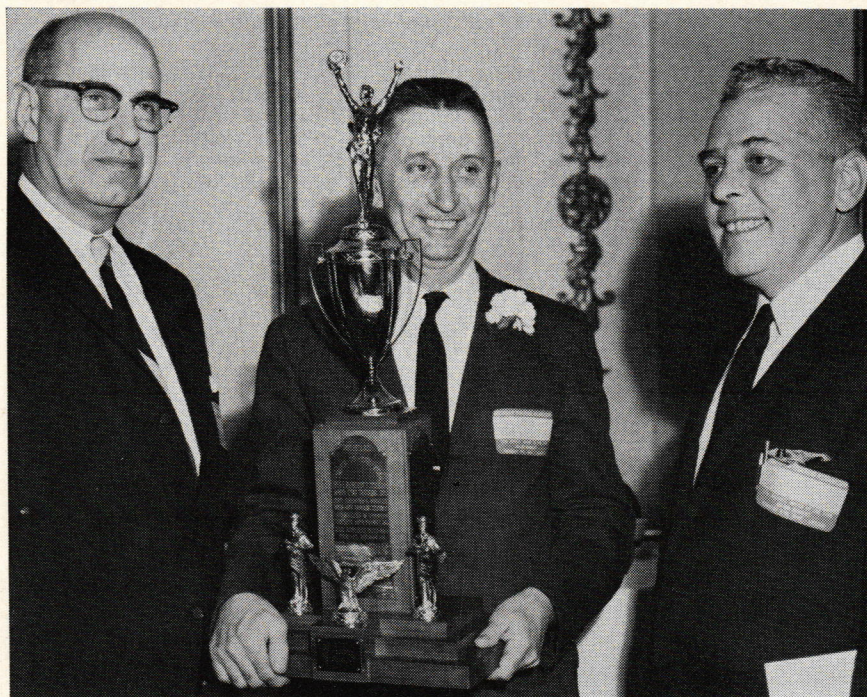
Miller assigned M. Ralph Dixon to direct the campaign, added Bunch and George Suttle, Conference organizers, to the effort, and named Charles D. Winters, Local 270 president, as coordinator.

The campaign was set up on a terminal and state-wide basis with the help of Teamster Locals 270 in New Orleans, 568 in Shreveport, La., 612 in Birmingham, Ala., 891 in Jackson, Miss., 964 in Memphis, Tenn., 968 in Houston, Tex., and 991 in Mobile, Ala.

Negotiations

Negotiations were begun immediately for a contract with Bunch as chairman of the committee. The agreement reached was for a 5-year period ending March 1, 1970, and included general pay increases, improved holiday and vacation pay, Teamsters Health and Welfare and Pension Program, and the grievance procedure patterned after the National Freight Agreement.

Michigan Driver of Year



Gilbert W. Smith (center), a long-time member of Teamster Local 406 in Grand Rapids, Mich., recently was honored as "Michigan's Driver of the Year for 1965." Smith has had only two non-chargeable accidents in 30 years of driving. Congratulating the Teamster on his record during trophy ceremonies were (left and right): Grand Rapids Mayor Chris Sonneveldt and Edgar Charles, safety supervisor for Reliable Cartage Co., which employs Smith.

Tops Again

Teamster Affiliates Win 99 Elections; Lead Union Organizing During April

Teamster local unions won 99 single-union representation elections conducted last April by the National Labor Relations Board—more than 25 per cent of the total of 393 such

elections won by all unions for the month.

Altogether, the NLRB conducted 669 single-union elections in April. Teamster affiliates were on the ballot

Bonanza Employees Win Big Gains Under New Teamster Agreement

Recently completed negotiation have brought big wage gains and fringe benefit improvements for 160 employees of Bonanza Airlines based in Los Angeles, Salt Lake City, Phoenix and Las Vegas, who recently cast off another union affiliation for membership in the Teamsters.

The agreement, negotiated by the Teamster Airline Division, covers mechanics and related personnel and stores personnel.

The new contract provides wage increases ranging from 27 to 59 cents per hour, for health and welfare im-

provements, and fringe benefits estimated by Airline Division Director Henry Breen to have a 62-cent hourly value.

The agreement provides for union security with an agency shop clause. Full cost of the health and welfare program for members and 70 per cent of the cost of benefits for dependents will be paid for by the employer.

In addition to an improvement in the severance schedule, the company agrees to payments for the purchase of and laundering of uniforms.

Lined up for the camera before contract talks (left to right) are: Earl Hall, Bonanza director of maintenance; Richard Rogers, vice president in charge of industrial relations; Teamster Airline Director Henry Breen; George Kurtz, Airline Division representative; Myron Reynolds, company official; Richard Thomas, Local 881 steward; Cliff Norton, chief union steward; and George Helms, member of the negotiating committee.



in 188—or 28.1 per cent—of the votes.

Of the 16,074 new union members gained in the single-union balloting, 2,422 became Teamsters.

In two-union balloting, the NLRB said a total of 64 elections were held of which 51 were won by all unions. The 9 Teamster victories in two-union elections resulted in 196 new members.

The total Teamster gain in new members was 2,618. The total new members gained by all unions in all balloting was 24,717.

In other words, 10 of every new 100 union members selected the International Brotherhood of Teamsters as their bargaining representative during April.

● **Construction Contract**

Teamsters, Laborers, and Operating Engineers in British Columbia's heavy construction industry recently won a 70-cent-an-hour raise in a 3-year contract covering 7,000 workers.

Joe Whiteford, secretary-treasurer of Teamster Local 213 in Vancouver, B. C., was chairman of the negotiating committee that reached agreement with the Heavy Construction Assn., of B. C. The contract becomes effective Sept. 1, 1965.

The 70-cent raise will be spread over the life of the contract with the biggest jump coming March 1, 1967, in a 30-cent jump.

● **Oregon Agreement**

A 3-year contract providing annual wage increases, dental care, and better health and welfare benefits has been negotiated for members of Teamster Locals 324 and 809 employed by Terminal Ice & Storage and North Pacific Cannery in Oregon.

The agreement, as it applies to Terminal ice plants in Portland, Hillsboro, Salem and Woodburn is a joint contract with the locals.

Gained were a 10-cent pay hike retroactive to last April 1, and 10 cents in each of the remaining two years. Employers will pay \$8.65 monthly toward dental care, an additional 5 cents hourly toward pensions, and \$19.55 for a major medical program.

Paid holidays and sick leave provisions of the contract also were improved.

Canadian Brothers Win 80-Cent Increase from Cartage Industry

SOME 2,400 Teamsters reached agreement with lower mainland cartage companies on a 4-year contract guaranteeing an 80-cent hourly wage boost to end a week-long lockout-strike that tied up most of Vancouver's trucking industry.

Contract negotiations reached a climax when 20 major cartage firms locked out their drivers, swamper, and warehousemen. The union followed suit the next day by striking another 16 companies.

The Teamsters had sought 45 cents an hour over two years plus a job security clause. They rejected a conciliation board recommendation of a 40-cent hike over three years.

Blair Whitelock, president of Teamster Local 31, said that under terms of the new contract—to run from Jan. 1, 1965, to the end of 1968—employees will receive a 20-cent increase in each of the four years. The basic wage under the old contract was \$2.33 an hour.

Labor Coordination

Ed Lawson, president of Teamster Joint Council 36, who spent many hours with Whitelock in negotiating sessions leading to settlement, called the agreement the best Teamster contract in Canada. Lawson added:

"It was a source of great pride to us when 120 trade unionists representing all major unions in Vancouver and the lower mainland unanimously agreed to support the Teamsters.

"It was the greatest expression of labor coordination and unity that has been expressed in British Columbia for many years."

Lawson also expressed appreciation for the aid received from the International Longshoremen and Workers Union. An ILWU caucus in Vancouver pledged full and unlimited support to the Teamsters including, if necessary, a tieup of all B.C. ports.

Because of backing from all segments of organized labor, Lawson said, the duration of the lockout-strike was shortened.

Whitelock said that besides the hefty wage gain, the new contract ratified in May provides:

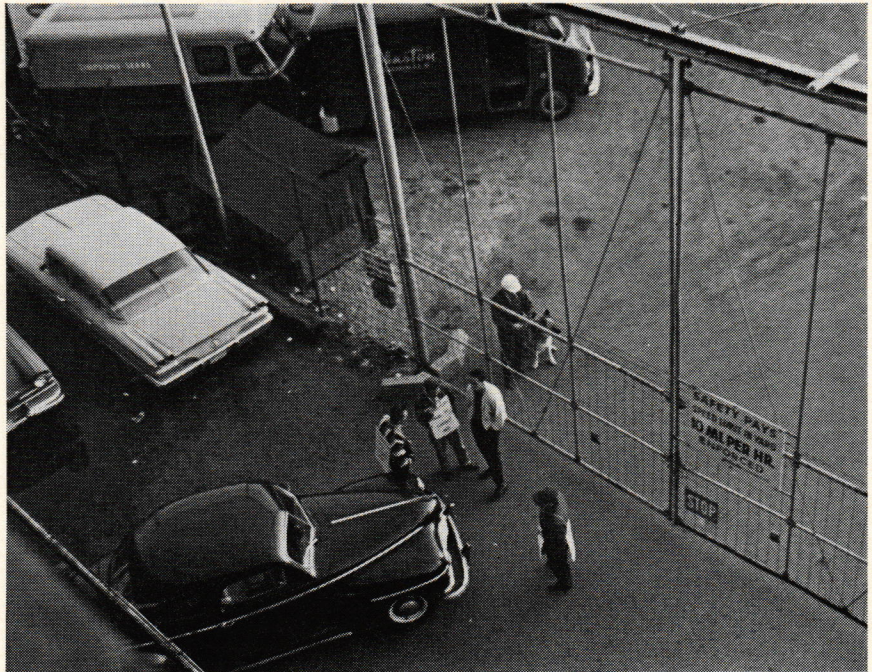
—A guarantee of 40 hours of work a week for 50 per cent of the work

force, increasing to 60 per cent next Jan. 1.

—Sick benefits were increased to \$60 weekly. They were formerly \$40 a week.

—Group life insurance was increased to \$5,000 from \$2,000.

—Three weeks' annual vacation after five years' service, and four weeks



Picket lines were scrupulously observed in the Vancouver area lockout-strike as all of organized labor supported the Teamster cause. Noteworthy support was given by the International Longshoremen and Workers Union to the 2,400 Teamsters involved.



Equipment was idle in the lower mainland area of British Columbia after 20 major cartage firms locked out Teamster employees and the union struck 16 more companies the following day in a contract dispute. The Teamsters won what was described as the best contract in Canada after a week-long shutdown.

after 15 years—dropping to 14 years in the last year of the contract.

—Job security for union members on questions of leasing of equipment by the trucking firms.

—Three days bereavement leave and differential pay for those called to jury duty.

The contract is with 53 cartage companies that are members of the Automotive Transport Labor Relations Assn.

Lawson said another 24 companies employing about 600 Teamsters—but not members of the ALTRA—are expected to subscribe to the contract.

Knights of the Road

Teamster Drivers Praised for Highway Valiantry

"A friend in need is a friend, indeed," and Teamster truck drivers are excellent examples of this old adage.

It isn't that these Knights of the Road who drive the big rigs from one end of the nation to the other are eager for a pat on the back when they aid a motorist in distress. But a few words of gratitude help dispell the loneliness that often is the driver's lot.

Dwight C. Steele, a San Francisco attorney, is a man who knows whereof he speaks, and is also the kind of man who doesn't hesitate to express his gratitude for the thoughtfulness and assistance of Teamsters on the road.

In a letter to Teamster Western Conference Director Einar O. Mohn, Steele wrote recently:

"For the last several winters, we have been commuting practically every weekend over Highway 40 (now Interstate 80) and time after time have seen truck drivers stopped or stopping to help someone involved in a minor or major accident.

"It appears that on most occasions, they stop at the scene long before the Highway Patrol even gets notice, and on three occasions when I have also stopped, the first thing the truck driver suggested I do was to drive to the nearest telephone to call the California Highway Patrol.

"It seems that even if it is only a minor case of someone skidding into a snow bank or stalled at night, the first long line driver who comes along is ready to interrupt his regular job to lend a hand.

"One of the most outstanding instances of service occurred to me late one night last March when I was driving down the west side of Donner Summit on the new highway. The highway was clear of snow, but there was some ice, particularly on a few of the curves. The road appeared dry enough so that most cars were going much faster than they should on this down grade, including myself. About two-thirds of the way down the grade a flare arched out from the westbound road above us in the direction of our approach.

"Without knowing the reason, I automatically slowed down, and sure enough, about one-half mile further on there was a multi-car accident on an icy curve which completely blocked the road; and if I had not had warning, I certainly would have slammed into the parked cars at a pretty good rate of speed.

"This is truly service above and beyond the call of duty by someone who obviously is anonymous, but whose action should somehow be appreciated and recognized."

Thus, a thoughtful San Francisco attorney acknowledged one of the civic deeds which Teamster road drivers perform each day all over the nation—some of them recognized and praised, but many, many more proceeding as anonymous Good Samaritans.

● **Veneer Election**

Production and maintenance workers at Ameriply Veneer Co., in Grand Marais, Minn., voted for representation by Teamster Local 346 of Duluth recently in a National Labor Relations Board election.

Douglas F. McNaughton, Sr., Local 346 secretary-treasurer, said the bargaining unit has 16 members at present. The company, which manufactures wood veneer, expects to increase the work force to 40 people.

● **Drivers Go Teamster**

Truck drivers employed at Frederick Trading Co., a manufacturer of plumbing fixtures and supplies in Frederick, Md., voted in favor of Teamster representation in a recent National Labor Relations Board election.

E. W. Butler, Local 992 secretary-treasurer, said all eligible workers voted with a count of 5 to 3 in favor of the Teamsters.

● **Pan Am Van Vote**

Warehousemen, chauffeurs and helpers at Pan American Van Lines, Inc., recently voted in favor of representation by Teamster Local 814 of New York City in a National Labor Relations Board election.

Andrew H. Eastman, Local 814 secretary-treasurer, said the Pan Am workers voted 6 to 4 in favor of the local union. The new unit has 12 members. Pan Am is a moving and storage company.

● **Wilmington Election**

Drivers and helpers for Wilmington Grain & Building Material Co., in Wilmington, Mass., voted in favor of representation by Teamster Local 379 of Boston in a recent National Labor Relations Board election.

Americo Pasquale, business agent for Local 379, said the vote was 60 per cent in favor of the Teamsters.

● **Automobile Ballot**

Garage and mechanical service employees, including parts helpers and service writers, voted in favor of Teamster representation in a National Labor Relations Board election held recently at Vandever, Inc., an auto sales and service company in Evansville, Ind.

● Package Delivery Pact

Members of Teamster Local 118 in Rochester, N.Y., recently approved a new 3-year agreement with Rochester Package Delivery.

Ralph Kuhn, Local 118 secretary-treasurer, said the contract covering about 65 employees of the package delivery firm provided wage increases ranging from 27 to 33 cents an hour in various job classifications.

Other contract gains included improvements in health and welfare, and pension benefits.

● Meat Drivers Join

A majority of truck drivers at Wilke Meats, Inc., a meat processing company in Milwaukee, Wis., voted recently in favor of representation by Teamster Local 200.

Frank H. Ranney, Local 200 secretary-treasurer, said four of the five drivers eligible to vote in the National Labor Relations Board election balloted in favor of the Teamsters.

● Los Angeles Election

Truck drivers and warehousemen at Container Supply Sales Co., in Cudahy, Calif., voted for Teamster Local 986 representation in a recent National Labor Relations Board election.

Lester J. Coombes, Local 986 business representative, said the six employees at Container Supply voted 5 to 1 in favor of the Teamsters.

Unique Contract Award

The Southern Christian Leadership Conference is \$50 richer as a result of a contract between Teamster Local 439, of Stockton, Calif., and the Carnation Company. The contract declares that a maximum fine of \$50 upon the company shall be levied whenever its supervisory personnel is apprehended performing work falling under the jurisdiction of the contract.

The agreement further states that money from such fines shall be paid over to a mutually acceptable charitable organization. The recent \$50 contribution to the Southern Christian Leadership Conference is the result of two such company violations.

Utah Teamsters Fight for Contract With Salt Lake Tanker Company

Ninety-seven members of Teamster Local 222 in Salt Lake City, Utah, are holding steadfast against long odds in their strike against W. S. Hatch Co., for a decent renewal of their expired agreement with the tank line.

On strike since October, 1964, the Local 222 members are fighting, among other things, to preserve their rights in the Western Conference of Teamsters pension program in which they have built up credits for more than six years.

Only 3 Turn Scab

The employer insists on a company pension plan which he would administer and admittedly would offer as collateral in company financing endeavors.

Too, the 97 striking Teamsters—three of the original 100 employees turned scab and returned to work—are fighting the use of strikebreakers and constant involvement with local law enforcement agencies.

Fullmer H. Latter, secretary-treasurer of Local 222, declared recently that he has been in the labor move-

ment in Utah since 1931, and "this is the largest recruitment of strikebreakers I can remember" in any labor-management dispute in this state.

Destroying Jobs

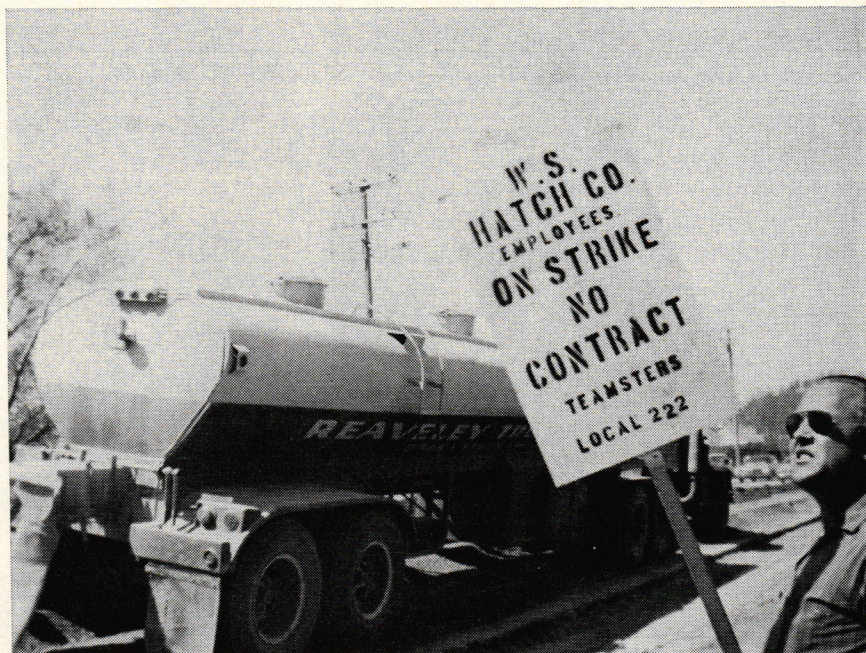
Latter reports that autos bringing scabs to work at the company bear license plates from Canada, Texas, Florida, Louisiana and North and South Dakota, as the employer attempts to destroy the jobs and contract of the workers.

Wages are not at issue.

Under terms of contract language proposed by the employer, strikebreakers and scabs would be rewarded with choice runs and would be awarded the best equipment to operate.

The company, which operates under the trade name Hatchco, hauls oils, acids, liquid fertilizers and other liquid commodities in 11 of the 13 Western States.

Hatchco is represented by the Utah Employers Industrial Relations Council.



"On Strike. No Contract," reads the sign carried by this Local 222 member and ignored by scab in truck as the local union presses its demands for a decent renewal of its contract with the tank line company. Local 222 members have been walking the picket line since October, 1964.

Meeting the Challenge

Teamsters Pressed into Service to Haul Giant Atlas E Missiles Across Country

TEAMSTER DRIVERS are capable of handling any transportation challenge and this was never better proven than last winter when members of Teamster Local 713 in Chicago hauled 50 giant Atlas "E" missiles across country.

The members, employed by Dealers Transit, Inc., were pressed into service to meet an emergency military transportation problem of transporting the missiles from Plattsburgh Air Force Base in New York to Norton Air Force Base near San Bernardino, Calif.

It was an all-Teamster move with an assist from military and security officers. Teams of nine Teamsters each hauled the 97-foot missiles having a gross weight of 65,700 pounds.

As Joseph de Lavan, president of Teamster Local 713, said, it was a case of proving the slogan of the local union's transport drivers which is: "No matter what you assign to us, put wheels on it, and we'll drive it."

Altogether, some 450 Teamsters

were employed in the operation but the story can best be told in the words of one of the drivers, Gene Savana, a long-time member of Local 713:

"I have worked for the past 15 years as an over-the-road Driveaway driver for Dealers Transit, Inc., of Chicago, Ill. In this capacity I was required to drive various units (Army, Navy Marine, and Air Corps trucks, wreckers, buses and ambulances for the federal government; fire engines, street flushers, etc., for city governments; hydraulic cranes, concrete mixers and other heavy equipment for construction companies; tank trucks and jet refuelers for various gas companies and airports, and also many other units) throughout the United States.

"Perhaps the most unusual and challenging move I have encountered during my service with Dealers Transit, Inc., was my last Atlas missile move from Plattsburgh AFB in New York to Norton AFB near San Bernardino, Calif.

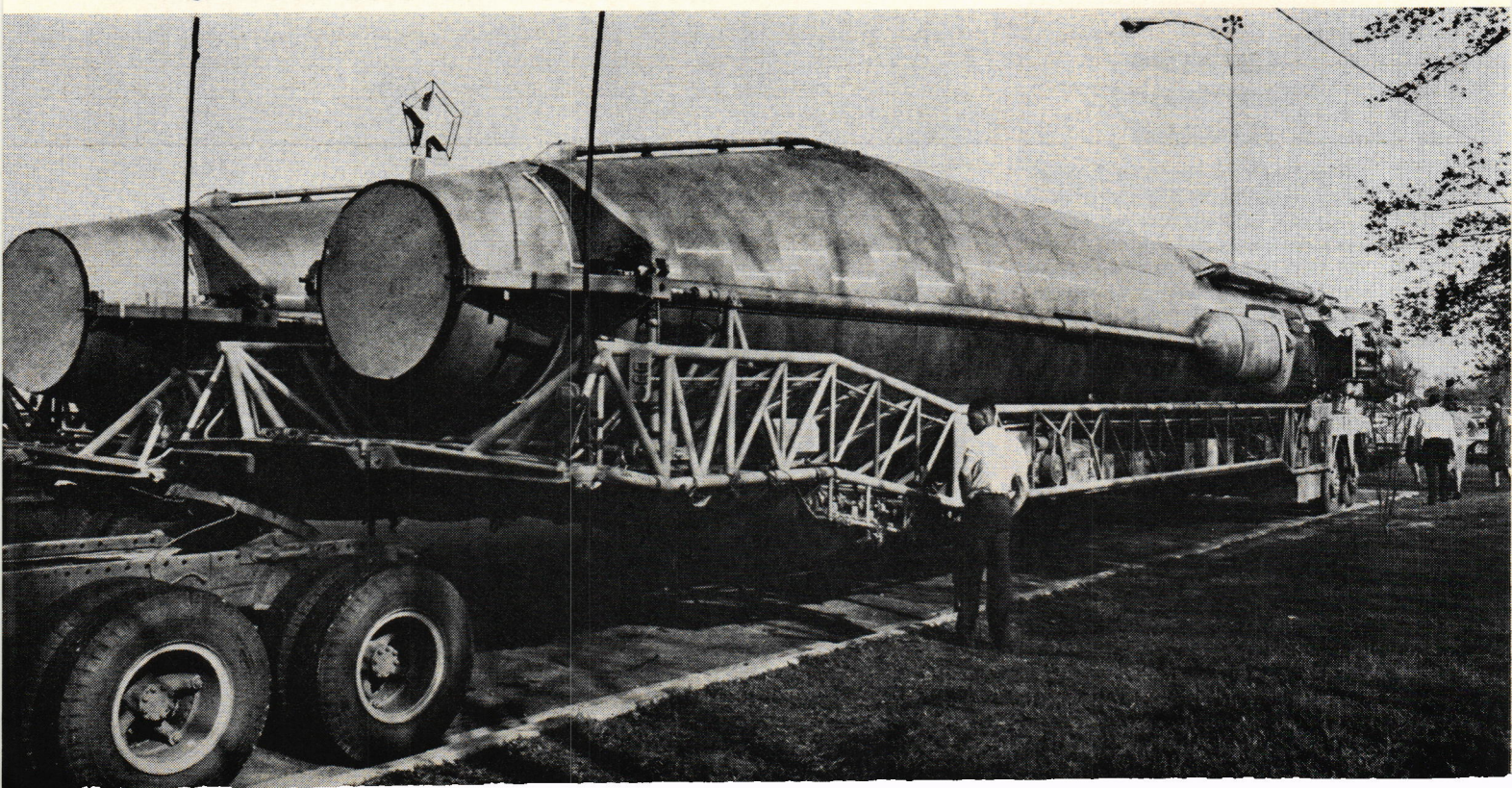
"Prior to this trip, I had helped move Atlas missiles from SAC bases at Salina, Kan., Abilene, Tex., Plattsburgh, N.Y., and Cheyenne, Wyo.

"Even though the missiles and trailers were all overlength, overwidth and overheight (97 feet long, 14 feet 6 inches wide and 14 feet 2 inches high) we had worked out satisfactory routes.

"When Bill Nowatski (also from Dealers Transit, Inc., Chicago Local 713) and I arrived at Plattsburgh AFB for the last two missiles to be moved, we found that they had been mounted on old style trailers (a higher model) which made the height about 15 feet. As a result, we had a good deal of scouting and detouring underpasses and other obstructions on the permit route.

"Fortunately, I had the help of a very conscientious and cooperative crew consisting of J. Weaver, U. Albert, W. Kessler, and C. Thorne, Teamsters from Dealers Transit, four men from the Southern California

Crew members checked the missile loads regularly as a safety precaution during the giant-sized hauling operation. Overall length of the missiles was 97 feet—gross weight 65,700 pounds.



Escort Service, and three air force specialists.

"A total of five vehicles made up our convoy, including the big truck carrying the missile proper with four drivers on duty—two stationed in the cab and two in the small cabs immediately in front of the rear wheels of the special built trailer—the truck pulling the van of spare parts, the lead escort car and two escort pickup trucks.

"We started this trip by running along the Canadian border, then dropping through the Midwest across the flooding Mississippi and then along the Mexican border before ending up at Norton AFB.

"During our 3,482-mile trip (600 miles more than necessary for the average traveler) so many motorists pulled along the convoy to ask about the cargo that one of the men placed a sign on his tractor reading, 'Yes, this is a missile.'

"The Atlas also attracted large

crowds and photographers at each overnight stop, with radio and newspaper reporters requesting interviews. I tried to get a picture of the air corps men in uniform but didn't have any luck. They couldn't wait to get out of uniform as soon as we stopped so they could look like drivers too. We got quite a charge out of special billing for 'The Go Go Atlas' on the Holiday Inn sign in Louisville, Ky., where we spent one weekend.

"Over the course of our trip we were very grateful to the many police personnel who helped us through some difficult situations, particularly the police force of Midland, Tex.

"After 14 days on the road, we delivered the Atlas missiles in perfect condition to Norton AFB in California."

Multiply Savana's story 49 times and you have the tale of how Teamster skill contributed to the defense effort, guaranteeing a better and more secure tomorrow for all Americans.

Pay Information Case Won by Milwaukee Teamster Local 200

Reversing the trial examiner, the National Labor Relations Board held recently that four employers violated the law by refusing to supply sufficient wage information to Teamster Local 200 of Milwaukee, Wis., while engaged in joint negotiations.

The examiner had concluded that the plea of inability to pay—as made by Boulevard Storage & Moving Co., Inc., Irving Kirsch Corp., United Fire Proof Warehouse Co., and Walsh Packing & Storage Co.—was made in regard to local moving costs only, and that the union had been substantially supplied with records relating to costs.

Finding that local moving constituted only a part of the employers' operations, that the union had requested a wage increase for all employees, and that the employers had suggested a wage decrease for all employees, the Board majority concluded that the wage information supplied was insufficient.

The majority also held that there had not been a bona fide impasse because the union might have modified its wage demands if the requested information had been supplied. The wage cut instituted by the employers

after negotiations had broken down was therefore unlawful, the Board ruled, and the strike which followed was found to be an unfair labor practice strike.

The employers were ordered to cease the unlawful conduct, to supply the financial records to the union upon request, reimburse employees for losses suffered as a result of the wage cut, and upon application to offer reinstatement to the strikers.

● Armored Car Pact

More than 400 members of Teamster Local 820 in New York City recently ratified a new contract providing a package wage increase of 46.5 cents an hour over a 3-year period for armored car chauffeurs and guards.

William L. Hagner, secretary-treasurer of Local 820, said the agreement also provided numerous changes in contract language concerning seniority, jurisdiction, and vacations.

Included in the increase were gains in pension, insurance, and health and welfare programs.

Judges Utilize Right to Work

Judges of the Kentucky Court of Appeals have put to use their "right to work" by unanimously holding that municipal "right-to-work" ordinances are illegal.

The decision strikes down compulsory open shop laws in 25 Kentucky cities which are encouraged under Section 14(b) of Taft-Hartley which organized labor seeks to repeal in this session of congress.

● Cheese Workers Join

Employees of the Mendota Creamery Co., Mendota, Ill., voted in favor of Teamster representation in a recent National Labor Relations Board election.

Edward J. Flower, secretary-treasurer of Teamster Local 722 in Ottawa, Ill., said 60 per cent of the eligible voters were in favor of the local union representing them. The new unit is composed of general inside plant workers in a cheese processing operation.

Unfair Practices Case Won by Local Union 404

Sunshine Art Studios, Inc., of Springfield, Mass., was found guilty of various unfair labor practices recently by the National Labor Relations Board which upheld the trial examiner's findings.

Among the employer's violations were: Discouraging membership in Teamster Local 404 by threatening discriminatory action if the workers engaged in a strike or in any other concerted activity; offering or granting wage increases to employees if they did not engage in a strike; maintaining a rule prohibiting employees from soliciting membership in any organization on company property during non-working time, and advising employees to disregard a subpoena issued by the NLRB.

The Board held that Sunshine Studios further violated the Act by discharging two workers for their union activity and ordered their reinstatement with backpay plus interest.

Local 443 Participates in Special Job Training Program

Teamster Local 443 is making a big contribution to a special training program expected to produce 100 skilled drivers for new jobs in the New Haven area.

Playing a leading role in the program is John Pisano, secretary-treasurer of Teamster Local 443. He helped develop the training schedule and along with other volunteers from the local union has participated in the actual instruction.

A cooperative venture inaugurated by Community Progress, Inc., other sponsors besides the Teamsters include the Motor Carrier's Assn., and the State Department of Vocational Education.

Essentially, the program provides training for men currently working in the trucking industry and will result in upgrading them to better jobs. Divided into two parts, the first phase took 100 platform workers and gave them a complete course in the mechanics, skills, and background of truck driving.

The second phase of instruction included driving training. The Local 443 teachers contributed their knowl-

edge without pay and worked in their spare time.

As the platform workers move up to driver jobs, their jobs also will be open. By agreement with the industry and Local 443, persons referred for work by the Community Progress, Inc., will be given preference in co-operation with the state employment service.

Many of the trainees are high school drop-outs or workers with little or no skill.

New Haven, fast becoming a central truck terminal for the New England area, is expected to benefit greatly from the training program.

● Steel Agreement

Teamster Local 21 in Hannibal, Mo., has completed contract negotiations for 85 production workers at Valley Steel Products Co., in Louisiana, Mo., providing for an immediate \$35 bonus and a 7-cent hourly pay increase.

Pete Harris, Local 21 secretary-treasurer, said the contract also calls for an additional 4-cent increase Aug. 1, 1966, and 5 cents in 1967.



John Pisano (third from right), secretary-treasurer of Teamster Local 443 in New Haven, Conn., is one of the observers as a trainee leaves the cab after going through a course in a local job upgrading program. Local 443 is cooperating with motor carriers, the state, and a community service group in the program.

Milk Strike Settled In Toledo

Peace returned to Teamster Local 361 in Toledo, Ohio, in June after weeks of unrest that saw the local union first beat back an attempted raid by the Brewery Workers (reported in a recent issue) and later settle a 2-week strike against six major dairies.

Lawrence N. Steinberg, president of Teamster Joint Council 44, who played a leading role on both occasions, said the walkout resulted in a 65-cent hourly wage gain for wholesale drivers over the 3-year life of the contract.

For the first time, also, the milk drivers were brought under the Central States Pension Fund.

The strike involved Sealtest, Page Dairy Co., Babcock Dairy, Driggs Dairy Farm, Village Farm Dairy, and Trilby Farm Dairy.

● Missouri AGC Pact

A 5-year agreement with the Associated General Contractors of Missouri, employing nearly 5,000 Teamster members in the state, has been reached with retroactive pay and benefits to last May 1.

The contract provides a 90-cent hourly package increase over the five years for each craft, in addition to double time for all holiday work, and optional participation in the Central States Pension program.

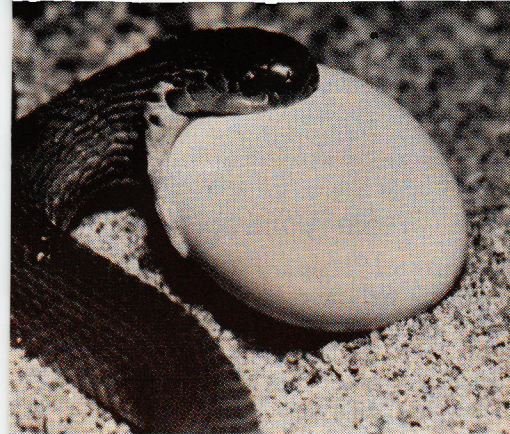
Covered are members of Teamster Locals 21 in Hannibal-Quincy, 574 at Cape Girardeau, 682 at St. Louis, 833 at Jefferson City, and 864 at Rollo.

● Marine Contract

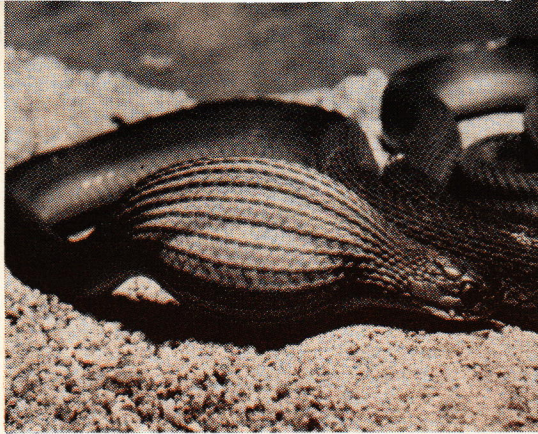
Masters, mates, and pilots employed by J. D. Street Towing, Inc., have ratified a new 3-year contract negotiated by Teamster Local 54.

Charles Jones, Local 54 president, said the agreement calls for an immediate 10-cent hourly wage increase to be followed by a pair of 5-cent hourly gains annually.

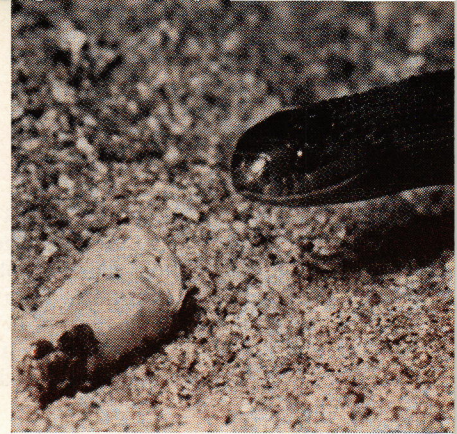
The contract also included the Central States pension program to which the employer will contribute \$6 the first year, to be increased to \$7 and \$8 in succeeding years.



Egg-eating snake at San Diego zoo, recently featured on a CBS network presentation of "Zoorama," seems to be saying: "It's a mouthful," as he prepares to devour egg, snake-style.



Pot bellies develop quickly on egg-eating snakes, as photo captures a small moment on a recent "Zoorama" program from the San Diego zoo. Teamster Local 481 members are the caretakers.



No need to diet. By constriction, snake ejects empty egg shell, quickly regaining its slender proportions. Action was recorded by one of many new TV camera techniques by CBS's "Zoorama."

From San Diego

Teamster Local No. 481 Members Co-Stars on National TV Zoo Program

CO-STARS of one of television's most popular programs are the Teamster members of Local 481 who feed and care for one of the finest collections of zoo animals in the world.

The zoo, located in San Diego and one of the city's most proud possessions, is famed throughout the country, and the television program is "Zoorama."

"Zoorama" made its debut on a local level in 1955 over San Diego Station KFMB-TV, but recently went nation-wide on the CBS network.

This Sunday feature is proving one of television's most popular, and indications are that at the end of the initial 13-week series the program will

be established as a regular winter program.

Accolades for the all-Teamster San Diego zoo personnel have come from many quarters, including Bruce Clark, floor manager for the CBS "Zoorama."

"I've never seen cooperation like we get from the Teamsters here. They take as much pride in the San Diego zoo as they would if they owned it," Clark declared after a recent shooting session.

On shooting days at the zoo, Teamsters are at work on "Zoorama" long before host Bob Dale and the curators who serve as expert commentators appear on the set.

Teamster gardeners cover a special-

built camera hood with exotic plants, and Teamster keepers prepare the bird, animal and reptile stars of the program for their appearances.

The smooth and efficient manner in which the Teamster keepers go about their work is credited in no small measure for the excellence of the television presentations which bring the zoo into the viewer's home.

Local 481 Secretary-Treasurer Jim Barham recalls less glamorous days at the San Diego zoo, before television and before the present union contract between the zoo and the Local 481 members.

"But," he says, "all the elements for an excellent situation are here. San

Local 481 Secretary-Treasurer Jim Barham meets iguana, held by Teamster Carl Pyle. Pyle, a senior keeper, has been with the San Diego zoo 11½ years.

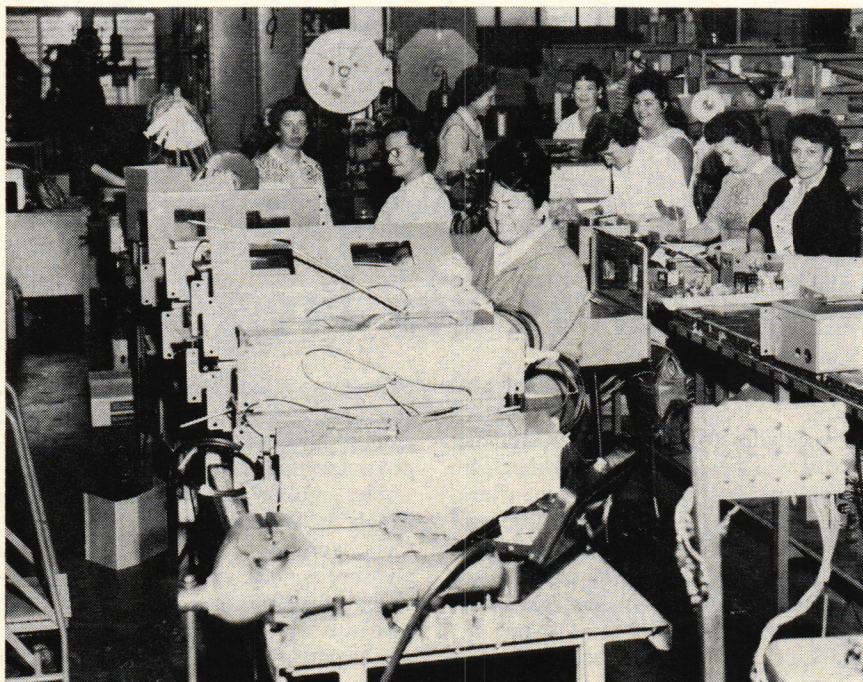
A 9-foot boa constrictor loses its squeeze under the strength of two Teamster caretakers at San Diego zoo as "Zoorama" host Bob Dale and Curator Charles Shaw measure and weigh the reptile muscle-giant for CBS's "Zoorama" program.



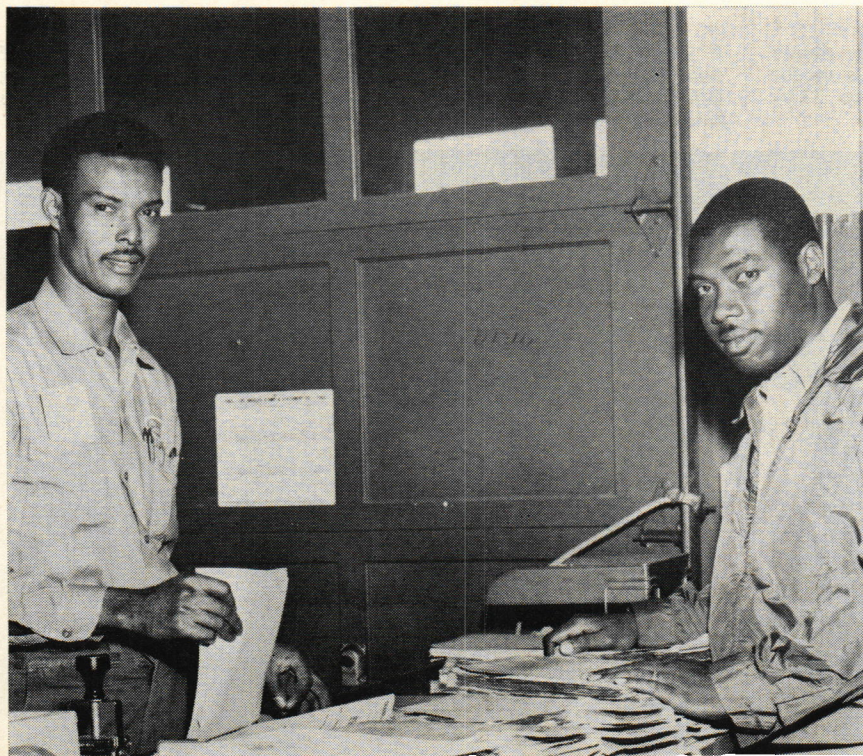
Diego has one of the finest zoos in the world. Through their union, zoo employees have made the jobs at the zoo enviable positions. No wonder the nearly 300 Teamsters at the zoo are proud, and no wonder that they receive praise from the producers of "Zoorama."

As one observer put it recently, following the filming of a program, "it is rumored that the raucous cries of the peacocks which roam elegantly through bowered paths of the zoo can be freely translated to mean: "Go Teamster!"

Building Trailer Reefers



Production assembly of electrical controls for Transicold refrigeration units is capably performed by the members of Teamster Local 495, shown above. Below, checking in a load of components from Transicold driver Nat Howard, right, is shipping clerk Charlie Jones. Transicold units meet the exacting qualifications of keeping frozen perishables below freezing in intense heat and automatically produce controlled temperatures in freezing weather. With Teamsters on the job, quality control is made easier for the manufacturers.



● Ice Cream Contract

Members of Teamster Local 470 recently ratified new contracts with the ice cream industry of the Minneapolis area.

Leonard Fahlin, Local 471 secretary-treasurer, said the 2-year agreement with the ice cream firms covers 200 members and provides a 13-cent hourly wage increase in each year.

The ice cream contract also increases the night premium pay to \$1.25 for those working in coolers, and adds major medical coverage to the present plan, and an improved vacation schedule.

● Grocery Settlement

A 4-year agreement, retroactive to last Dec. 14, has been negotiated for members of Teamster Local 688 working as produce drivers and warehousemen for four grocery companies in St. Louis, Mo.

John Naber, Local 688 president, said the contract calls for four annual increases with a minimum raise of 14 cents an hour at A.G., I.G.A., Topmost, and Tomboy grocery companies. There was an additional 5-cent raise for all A.G. employees to bring them up to current scale.

The agreement also guaranteed a night differential and extra pay for freezer warehouse employees. An additional holiday was gained, plus an improved vacation schedule.

● Armored Car Gains

Drivers and couriers of Brinks Armored Car and Loomis Armored Car companies in San Francisco and Oakland, Calif., ratified a new contract giving them wage increases and new fringe benefits.

William E. Andrews, secretary-treasurer of Teamster Local 278, said the wage increase was retroactive to last Jan. 1 with further gains on the same date in 1966 and 1967.

Employer pension contributions were increased to 15 cents an hour effective Dec. 31, 1967 with Health and Welfare benefits maintained through the life of the agreement.

Added fringe benefits included accumulative sick leave, jury duty, and funeral pay.

Local 89 Adds 400 Members At Two Kentucky Companies

Marion Winstead, secretary-treasurer of Teamster Local 89 in Louisville, Ky., reports that union recently gained more than 400 new members as a result of organizing campaigns at a printing company and a bakery.

A National Labor Relations Board election at Fawcett-Haynes Printing Co., resulted in a 199 to 74 ballot in favor of Local 89 as some shipping and warehouse workers cast off the local that had represented them for 24 years.

Winstead said the Fawcett-Haynes

employees became dissatisfied and invited Teamster organizers to conduct the successful campaign.

Local 89 gained recognition at Donaldson Bakeries, Inc., a division of Omar Bakeries, after 120 of 128 home delivery salesmen signed cards indicating their preference for Teamster representation.

Winstead said negotiations are currently underway for a contract at Donaldson.

Ontario Winners



Russ Mosher (above) and George Clifton (below) long-time members of Teamster Local 230 in Toronto, Canada, recently won top honors in the Province of Ontario Ready-Mix Concrete Assn., Roadeo. Mosher won the championship in the 6-yard class, also the best driver award, while Clifton was the winner in the tractor-trailer class.



Hoffa Book Now Available For Teamsters

"Ten Angels Swearing," an authorized biography of James R. Hoffa, has hit the bookstands, and is now available in quantity lots.

Buyers at the bookstores will pay \$4.95 for this eye-opening look into the life of the leader of the 1½ million-member Teamsters Union.

However, the book is available to Teamsters only in an unabridged, uncut paperback edition for \$1. Local unions and individuals of the Teamsters Union only can order cases of 48 books for \$48, from Beaverdam Books, Inc., Beaverdam, Virginia.

This authorized biography of Hoffa was written by Jim Clay, Washington, D. C., writer, who did more than a year of research in writing the first unemotional probe into the life and character of the Teamster president.

"Ten Angels Swearing," gives the reader his first opportunity to read an honest and unbiased account of Hoffa by an author who had no axe to grind.

● Tire Workers Join

Servicemen, recappers, painters, and trimmers employed by Howard Ryan Tire Service in Santa Ana, Calif., voted for representation by Teamster Local 952 in a recent National Labor Relations Board election.

The company is a retail tire distributor.



IBT Vice President Frank Fritzsimmmons, feature speaker at banquet session of Local 486 seminar.



Ken Silvers, international organizer, speaks on grievances and how to successfully process them.

Local 486 Stewards' Seminar Designed to Help

Teamster Local 486 held the first in a series of annual Stewards' Seminars last month in Saginaw, Michigan, with an eye toward helping the rank-and-file member realize the full measure of benefits from his union contract and from such other measures as workman's compensation and unemployment insurance.

Local Union Secretary-Treasurer G. N. McIlvain outlined the seminars as "an educational program for our stewards to enable them to better service the membership."

McIlvain declared that the scope of the seminars will be broadened in the future to include more of the membership.

Highlight of the seminar just completed was a series of addresses by speakers which included International Vice President Frank Fritzsimmmons.

At a banquet session attended by

stewards and their wives, Fritzsimmmons congratulated Local 486 for its progressive outlook as exemplified by the seminar.

Vice President Fritzsimmmons traced the growth of the local union from 1938, at which time there were about 80 members and \$1.10 in the treasury, until the present date with the union having about 3000 members and over \$100,000 in its building fund.

Fritzsimmmons emphasized the necessity of Teamster families participating in the political arena so they can protect their present standard of living. He stressed the need for continued excellence in collective bargaining to get for the membership increases to match or exceed the continually increasing cost of living.

International Organizer Ken Silvers headed a session on stewards' training, grievances and political education.

Silvers pointed out the necessity for Teamster members and their stewards to fully explore all of their union agreements and militantly protect their wages and conditions.

Silvers declared that when a grievance is presented, it is necessary that all the facts be gathered and carefully compared with the union agreement. This can make the difference between winning or losing the grievance, Silvers declared.

Other speakers included:

Stanley Ostler, field representative for the social security office, who schooled stewards on the many different benefits under the Social Security Act, and stressed the importance of contacting the Society Security office on these matters immediately because of time limitations on certain programs.

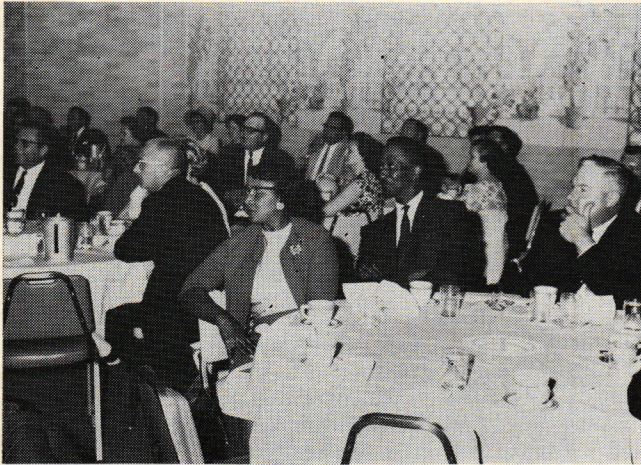
David Van Note, assistant attorney

Stanley Ostler, field representative for social security administration, discusses benefits.

Attorney David L. Uelman tells 486 stewards how restrictive labor law affects the rank-and-file.

David Van Note, Michigan's assistant attorney general, tells stewards of consumer frauds.





Local 486 stewards and wives at seminar banquet learn ins and outs of union representation.



Local 486 stewards in session at the local union's first annual stewards' seminar, held last month.

p Rank-and-File Obtain All Benefits Available

ney general for the State of Michigan, warned stewards of different frauds and rackets being perpetrated in Michigan. He drew particular attention to the so-called "home improvement field" and explained how the frauds are operated.

The Michigan Unemployment Compensation Act was thoroughly covered by William Hyde. Hyde, a district manager in the department, used visual aids to explain the processing of claims under the act.

The Michigan Workman's Compensation Act was explained by Attorney John P. Murphy. Murphy detailed procedures to establish a compensation case. He advised stewards of the complexities of the law and the necessity of securing competent advice on any matter concerning the law. He also outlined some of the techniques used by insurance carriers

for the purpose of having a claim disallowed.

David L. Uelman, of Goldberg, Previant and Uelman law firm, explained how the federal law now regulates and restricts almost each article contained in union agreements, how many rights previously enjoyed have been taken away by legislative action, and the difficulty local unions experience today because of restrictive legislation. Stewards attending the seminar were:

James Artcliff, Robert Barr, Richard Barz, Harold Becker, F. H. Beathan, Winfred Bluhm, Benjamin Bordeaux, Wayne Brindley, Ed Burch, Louis Bussinger, Clair Cook, William Daeschlein.

Eugene Buranseau, Sr., C. L. Elwood, Virgil Essex, Otto Eurick, Bernard Garvey, Louis George, Harold Greenleaf, Frank Hagerl, Raymond

Hardwick, Frank Haslip, Wayne Hedden.

Wallace Humphrey, Zenia Huntley, Harold Itter, Wilbur Jackson, Melvin Johnson, Victor Kaiser, Wyman Kennedy, John Klein, Paul Kluck, Jr., James Kolka, Thomas Krzeszewski, James Lambert, Reinhold Laubhan, Sam Lawry, Ludwig Lazarowicz.

Lawrence Leddy, Hyman Leibson, Duaine Lintz, William Lyle, John Markle, Martin Miller, Charles Moore, Arnold Munsell, Claude Murphy, Robert Nowak.

George Phelps, Rudy Pilar, Al Ploetz, Ike Powell, John Rottman, Frederick Ruppel, Noel Ryder, James Snyder, Robert Sonntag, William Terrian, Charles Thomas, James Thomas, Lloyd Tinsley, Robert Turow, Truman Verbeck, Francis Walker, Charles Weiler, Albert Welzein, and Charles Wenzel.

Attorney John P. Murphy conducts seminar session on Michigan's workman's compensation law.



Local 486 Secretary-Treasurer G. N. McIlvain, conducting a session of a recent stewards' seminar.

For Aged Citizens

Teamsters Seek Amendments to Insure Aged Adequate Medicare Under Social Security

On behalf of 1,720,000 members of the International Brotherhood of Teamsters, Sidney Zagri, IBT legislative counsel, last month raised three serious reservations concerning a House-passed medical care bill for the aged through social security.

In testimony before the Senate Finance Committee, Zagri related that the International Union wholeheartedly supports medical care for the aged through social security. The three reservations he raised concerning the House-passed bill, however, were:

1. Does the bill protect the aged from the bilking practices of the medical profession—overcharges, unnecessary operations, uncalled for stays in

the hospital, etc., which has been the experience under Teamster and other private health and welfare insurance programs?

2. Does the bill assure that the neediest of the retired citizens will receive medical services and facilities which the bill seeks to provide, or will benefits go primarily to those who already have protection under private group insurance plans or individual private insurance plans?

3. What guarantees will individuals have for maintenance of a quality standard of medical care consistent with capabilities and resources made available to the practitioner through progress of medical science?

To insure against the bilking practices, Zagri made five recommendations:

1. Ascertainment of costs and fees be left within exclusive jurisdiction of the Secretary of Health, Education, and Welfare and that he must delegate this responsibility to a public agency authority.

2. All fees be fixed on the basis of prevailing rates in the areas for specific operations and other medical services.

3. That no payment be made until the doctor certifies that the bill represents the total charge for his service, and misrepresentations be made a misdemeanor subject to criminal prosecution.

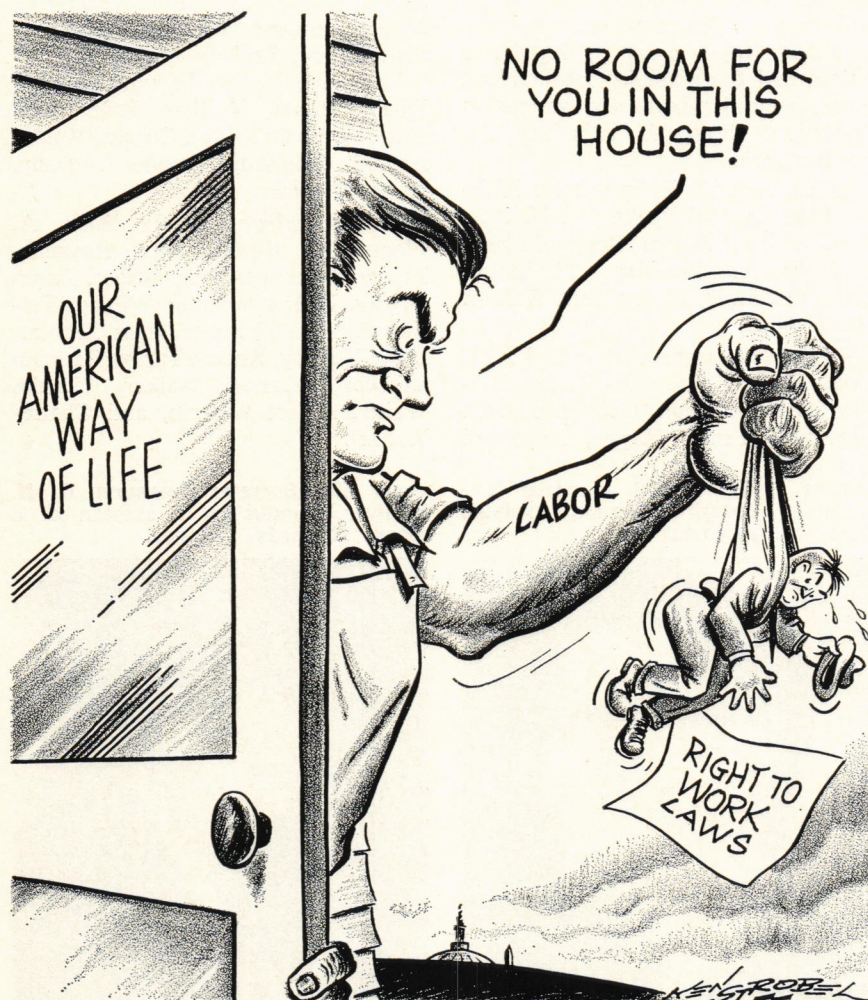
4. Establishment of a fixed fee for doctor's certification of patient to a hospital, nursing home, or home care. (Every benefit provided by the House bill hinges on certification by a physician. Each authorization means a fee.)

Deductible Features

5. Utilization Review Committees provided for in the bill should be comprised of doctors outside the hospital, preferably a special committee of the county medical society or deans of the local medical schools or a combination of both. This would eliminate conflict of interests which would arise when one doctor would be reviewing alleged abuses by a fellow doctor.

To insure that those who need the protection of medicare through social security the most are able to secure such services, Zagri recommended to the committee that it eliminate all deductible features of the bill for citizens with incomes of \$1,000 a year or less. Zagri cited statistics which show that aged citizens in that income bracket spend 40 per cent of that income for medical and doctor services.

Zagri threw the weight of the Teamsters behind an amendment by Senator Paul Douglas which would repeal the present restriction in the House bill on the allocation of the hospitalization benefits as payment for the serv-



ices of the anesthesiologist, pathologist, radiologist and other medical specialists attached to the hospital.

In line with providing quality medical care for the aged under the bill, Zagri introduced exhibits which demonstrated that the best medical research takes place in the U.S., the best teaching hospitals are in the U.S., but that the benefits of our medical advances are distributed very unevenly within the community and that the U.S. ranks below at least 12 other countries in terms of health status as measured by several objective criteria.

A second exhibit demonstrated the distribution of licensed physicians, showing residents of California, Connecticut, Maryland and New York have 2½ times as many available doctors as do residents of Alabama, Mississippi and South Carolina.

Zagri testified that "it seems reasonable to assume that there is a positive correlation between the number of licensed physicians and the average per capita income of a state.

Of course, the distribution of physicians goes to the heart of the problem on medical care. An over-loaded physician doesn't have time to do proper diagnostic work or to treat patients."

In this regard, Zagri recommended that the National Review Committee provided for in the House bill (which has a major responsibility for improving quality of medical care) should coordinate its efforts with the projected regional and local diagnostic and treatment centers designed to unite the worlds of scientific research, medical education, and medical care as recommended by President Johnson's Commission on Heart Disease, Cancer and Stroke.

● Safeway Election

Clerical workers in the Safeway Stores data processing office in Oakland, Calif., recently selected Teamster Local 856 as their bargaining representative in a National Labor Relations Board election.

NYC Study Dramatizes Poor Medical Care

Referring to a recent study of the quality of medical care under a New York Teamster Health and Welfare program, Zagri told the committee that:

1. While in the hospital, 74 per cent of the cases studied paid fees in cases of hysterectomies; and with reference to medical care, extra charges were assessed in 40 per cent of all cases.

2. With reference to admissions, the study found that 20 per cent of the admissions were unnecessary.

3. With reference to 60 hysterectomies, 33 per cent were unnecessary and 10 per cent were questionable.

4. With reference to 13 caesarian sections, 50 per cent were considered unnecessary.

5. With reference to out-of-the-pocket expenses beyond coverage by the medical insurance, the study showed:

- a. For all medical care, 17 per cent.
- b. For drugs, 77 per cent.
- c. For doctor's care, 52 per cent.

6. The study showed one-fifth of the patients had received poor care. Another one-fifth had been given only fair care. And one-fifth of the hospital admissions had been unnecessary.

7. In a fifth of the general surgical cases, there appeared to be unjustified delays in performing the surgery.

8. The quality of the surgery in 20 per cent of the cases was labeled poor, and in 26 per cent just fair.

9. There were instances which substantiated many of the grave charges made from time to time against the medical profession: ghost surgery; fee splitting; instances of outrageous charges; a higher proportion of unnecessary admissions in the proprietary (profit making) hospitals.

(This study was conducted by the Columbia University-Montefiore Hospital in cooperation with the Teamster Health and Welfare Fund.)

Cannery Delegates Hold 22nd Meeting

Boycotts of a selective nature, on a level with strikes as economic weapons, were part of a program of action adopted by Teamster cannery local delegates at the 22nd Annual Cannery Division Conference held in Hawaii recently.

The delegates also agreed to strengthen their alignment with sister local unions having members employed in related industries.

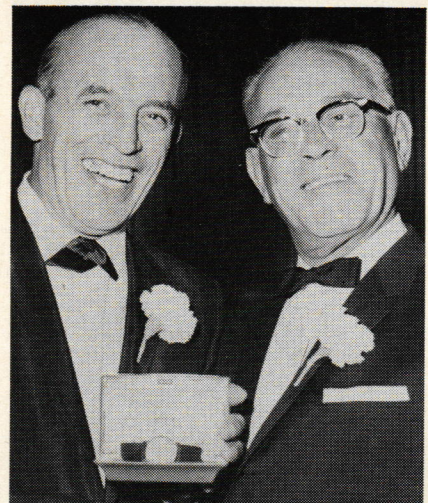
Taking part in the sessions were representatives from many Teamster locals affiliated with the Western Conference Warehouse and Produce Division.

International Vice President George E. Mock, speaking for the Warehouse Division, suggested that the first order of business should be the seeking of expiration dates in all warehouse and cannery contracts that would conform with cannery agreements.

He said, "This would make it legally possible for all groups to assist one another in contract disputes."

Cannery Director Pete Andrade added, "Not only must cannery locals aid and assist others, but the arrangement must be reciprocal to the degree that all—whether they be in warehouse, produce, hauling, etc.—will work toward well defined goals."

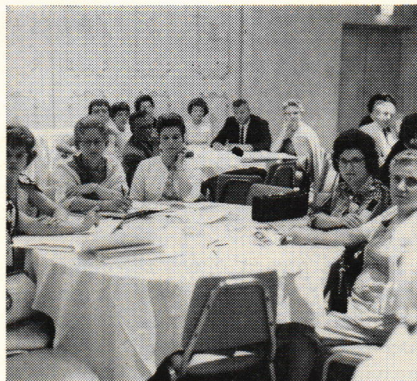
Officer Retires



Charles Ullrich (left), president of Teamster Local 202 in New York City, is shown presenting a watch to retiring vice president, Frank V. Smith, at a dinner. Smith served Local 202 as an officer from 1938 to 1965.



Cong. Michael E. Feighan, (D-Ohio) with Motorcadars (left to right) Helen Schenk, Ann DeLisio, Geraldine Polinak, Ann McCabe, Charles Moore, Angeline Pinto, Ellen Gallipoli, and Josephine Gallipoli.



At DRIVE workshop session at Motorcade delegates from Joint Council No. 41 listen to a discussion of pending legislation which has an important bearing on wages, hours and working conditions.



Joint Council No. 41 Motorcade delegates at their noonday meal. The delegation spent three days in the nation's capital talking to their congressmen and senators on pending legislation.

DRIVE Motorcades Continue to Roll



Faye Presser, president of Joint Council No. 41's DRIVE Ladies Auxiliary, stops for a picture with Ohio Congressman Michael E. Feighan.

Efforts of the International Brotherhood of Teamsters to give Congress first-hand information on the needs of working men and women continued last month with the arrival of a DRIVE Motorcade from Ohio into the nation's capital.

DRIVE (Democratic, Republican, Independent Voter Education) is the legislative and political education arm of the International Union.

Teamsters and their wives, members of DRIVE Ladies Auxiliaries, talked about a host of legislative problems, including repeal of Section 14(b) of Taft-Hartley, with members of the Ohio congressional delegation. Pictures on these pages portray their important work, an important adjunct to their basic trade union activity.



Sidney Zagri, executive director of DRIVE, addresses a banquet session of the Ohio Motorcade on the importance of bringing new members into DRIVE.

Photo far left, Congressman Robert Secrest, Democrat of Ohio, addresses DRIVE session; middle left, Senator Stephen Young, Ohio Democrat, with Mrs. Tuttle, Mrs. Ray Beard,

Mary Geisinger, and Ray Beard. At right center, Senator Frank J. Lausche, Ohio Democrat, addresses DRIVE banquet, and far right, Congressman Walter Moeller, Ohio Democrat speaking before a DRIVE banquet session.



Company Scheme Nixed

Arbitrator Says 'No' To TV Snooping

AN ELECTRICAL company's technique of using a closed circuit television system to keep constant tab on its production employees has been knocked into a cocked hat by an arbitrator's award in Flushing, N.Y.

Judge Hubert T. Delany's award ordered the Eico Electronic Instrument Company, Inc., to remove two cameras from its production floor and a screen from the manager's office. The company's surveillance system was made a subject of arbitration by Local 431 of the International Union of Electrical Workers which was represented by attorney I. Phillip Sipser.

The union contended that the installation and operation of this closed-circuit TV was in violation of the employees' right-of-privacy; that it was in violation of the employees' right to be free from employer spying; and that it was in violation of Article XII of the labor agreement entitled "Present Conditions of Employment."

That contract article read:

"This agreement shall not be deemed to impair any conditions of employment more beneficial to the employees than those provided herein, and any conditions of employment not covered by this agreement which are beneficial to employees and which are now in effect as regular company practice shall be continued during the period of this agreement unless there is good reason for their withdrawal. Either party may demand arbitration with respect to a dispute as to whether good cause exists."

Said the arbitrator:

"While I do not base my opinion on the union's argument of the employees' legal 'right-of-privacy,' nor the argument advanced by it on unlawful 'surveillance' and 'spying,' I do agree that this argument cannot be totally overlooked since I find that the TV equipment does vitally effect the employees' working conditions."

Judge Delany declared that "I find that we are faced here with a management action which does effect the working conditions of the employees and in fact imposes an appreciable and intolerable burden on them as compared to previous procedures.

"The device at hand is not only personally repugnant to the employees, but it has such an inhibiting effect as

to prevent the employees from performing their work with confidence and ease. Every employee has occasion to pause in the course of his work, to take a "breather," to scratch his head, to yawn, or otherwise be himself without effecting his work. An employee, with reason, would hesitate at all times to so behave, if his every action is being recorded on TV.

"To have workers constantly televised is, to me, reminiscent of the era depicted by Charlie Chaplin in "Modern Times," and constitutes in my mind an affront to the dignity of man. I had hoped we had long passed that period in labor relations," the arbitrator declared.

He reasoned that management, undoubtedly, has the right to make determinations relating to methods of operation. Management has to have a good deal of discretion as to the

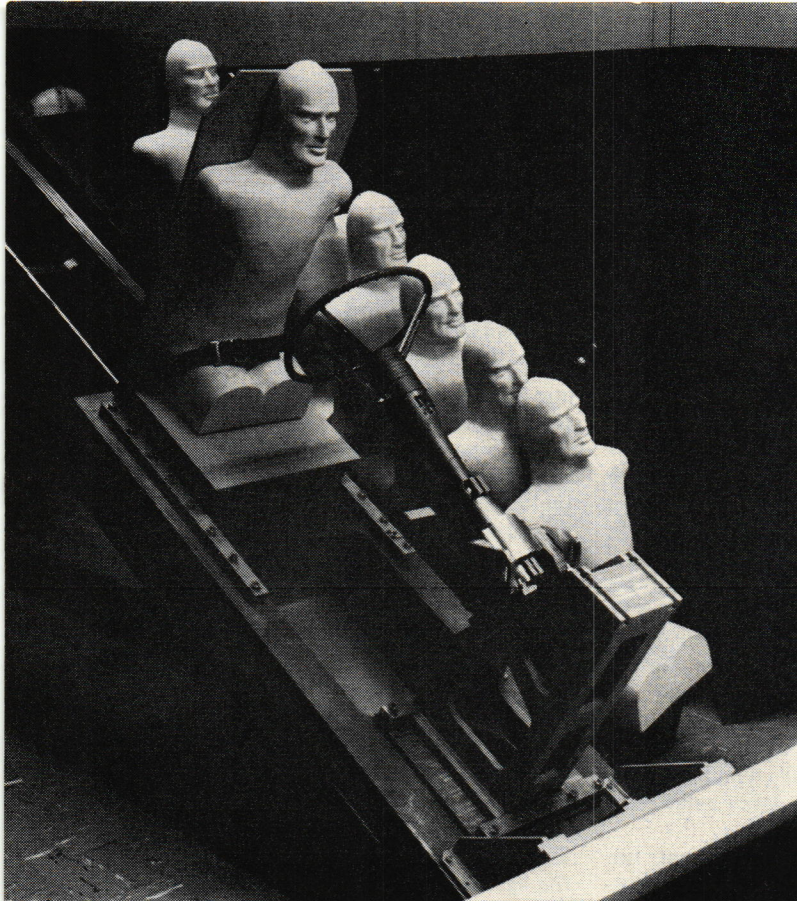
method of carrying on its operation and trying to operate on the most efficient basis.

"However," Judge Delany declared, "once the collective bargaining agreement has been signed, which contains a clause prohibiting management from changing beneficial conditions of employment, it can no longer unilaterally eliminate or change such conditions. Since I have found that working without cameras focusing upon their every move is a condition beneficial to the employees, and that the use of such equipment imposes a serious burden on their working conditions without good cause being shown therefore, it follows that the employer has violated the agreement in unilaterally installing and operating these cameras and such operations should cease," Judge Delany ordered.

Teamster Bills Signed



Gov. George Romney of Michigan is shown signing into law two bills supported by the Teamsters Unions of Michigan. Witnessing the signing are Otto E. Wendel, legislative counsel for the Michigan Conference of Teamsters, and State Representative Joyce Symons who also is a member of Teamster Local 299 and president of the local union's DRIVE Ladies Auxiliary. One of the laws established a requirement of employee-employer relationship for owner-operators of 5-yard dump truck type of equipment which previously had been exempt under the Motor Carriers Act, making it possible for drivers to qualify for unemployment compensation. The other law permits 32,000 pounds on each of 2 tandem axles or 5 axle equipment with a gross maximum weight, including load, of 73,280 pounds.



These fellows take turns getting their lumps on the impact sled developed by Ford safety engineers to study the jolt of various steering wheel designs in simulated crashes.

has conducted a series of tire tests. Smog-conscious California will require exhaust-control devices on all new cars in 1966. Massachusetts has been mulling the ideal of dual brakes for all autos.

Aside from the current moves toward encouraging safer automobile engineering, Commerce Secretary John Connor has predicted that the passenger car of 1980 will be a much safer vehicle.

Referring to a study made for the government by Cornell University, Connor said the day is coming when cars will be equipped with devices to help the driver stay on the road and to avoid collision with the auto ahead.

The governmental interest has made the members of the Automobile Manufacturers Assn., understandably fidgety.

Fearful of the subtle potential of government safety regulation, they already have developed a line of defense. At a Senate subcommittee probe into the control of car exhaust fumes,

Manufacturers—Government at Odds In Highway Safety Controversy

HIGHWAY SAFETY has become the center of growing concern equal to the increasing totals in traffic fatalities and injuries.

While the three elements affecting highway safety—the vehicle, the roadway, and the driver—have each received mounting scrutiny in recent years, the passenger automobile has emerged as the hub of controversy.

A running argument has been joined between the manufacturers on the one hand and government officials, congressmen, and civic leaders on the other hand.

Detroit's auto moguls say they are doing everything they can to make automobiles safer. The opposition says it is not enough, that more needs to be done.

Congressional pressure, led by Sen. Abraham Ribicoff (D-Conn.), has been building to compel auto makers to equip their products with a raft of safety devices. Ribicoff, originator of a commendable, life-saving traffic program as a former governor of Connecticut, recently accused the automobile industry of "dragging its feet in the field of safety measures."

Adding to the industry criticism re-

cently was Assistant Labor Secretary Daniel P. Moynihan who complained there is little or no information available now on what kind of cars are involved in accidents. He said:

"A third of the cars manufactured in Detroit end up with blood on them. But we don't know what the source of vehicle failures are . . ."

Lending pressure also has been the action of Congress in authorizing the General Services Administration to require a set of 17 safety items—from shock-absorbing steering wheels to exhaust controls—on the 60,000 passenger vehicles that the government buys annually. The order goes into effect in September of next year.

Sen. Gaylord Nelson (D-Wis.) has introduced a measure that would require the same GSA safety requirements on all new cars by 1968. Tire safety legislation has been considered in Commerce subcommittee hearings where the tire manufacturers seemed to come off second best.

Too, states have become more interested in auto equipment. The Vehicle Equipment Safety Commission, a cooperative group of 38 states formed to advance highway safety,

the AMA opposed any federal legislation setting controls but was willing to accept a standard set by a government agency.

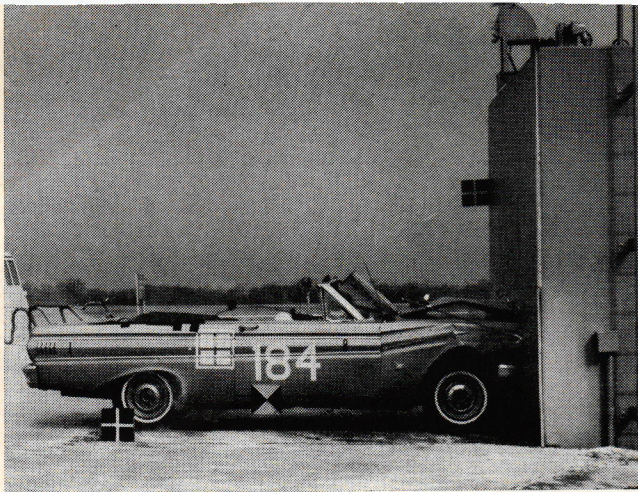
Any such standard, Harry A. Williams, managing director of the AMA, told the subcommittee "must be realistic and acceptable to the states and communities where they would be employed."

While Williams was discussing only exhaust controls, it is reasonable to assume that the AMA would favor such a policy in regard to any safety controls.

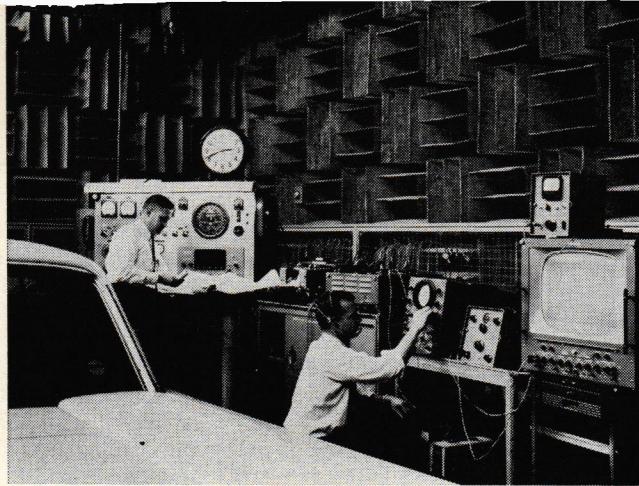
The auto industry view toward car safety was wrapped up on another occasion by L. H. Nagler, chief safety engineer for American Motors Corp. He said:

"The industry's approach may appear a bit slow but we must know where we are going. Just because a 'safety' tag is hung on a specific proposal, there is no reason to assume that it is either effective, worthwhile, or economically justified."

There are an estimated 31,000 franchised dealers selling and servicing new automobiles in the United States. Last year, as in the year before, they



More than 200 cars have been sacrificed by Ford researchers interested in car-to-car crashes, roll-overs, and barrier crashes. High-speed cameras record the impact.



Ford's "anechoic" room—a room without echoes—is used to detect and locate noises in test cars. A quieter running vehicle offers less distraction to the motorist in traffic.

sold more than 8 million new passenger cars. The expectation for 1965 is another sales total in excess of 8 million.

In 1963, the latest year for which statistics are available, there were more than 82 million passenger cars, buses, and trucks on the highways of America. The time is not too far distant when there will be 100 million vehicles in the traffic pattern.

What are the facts of highway unsafety?

Whatever the cause—vehicle, road, or driver — more than 500,000 persons have been killed and another 10,000,000 injured in traffic accidents during the past 20 years. Some 48,000 were killed and 3,800,000 were injured last year, illustrating the increasing danger to motorists.

The toll of dead is in spite of the fact that the number of fatalities per hundred million miles of travel has diminished steadily for the past 30 years. The toll rate of the maimed, however, has increased just as steadily.

The staggering road carnage has led, as the Cornell study pointed out, to "the development of a significant public demand for more effective action, on the part of automobile man-

ufacturers and the public officials who are responsible for highways and traffic control . . ."

To try and access the picture of passenger car safety, *The International Teamster* obtained a copy of the study prepared for the Commerce Department by the Cornell Aeronautical Laboratory, Inc., and also queried General Motors Corp., Ford Motor Co., the Chrysler Corp., and the American Motors Corp. The auto companies were asked for any material they had available on safety developments.

The Cornell report separated the safety aspects of automobile design into two categories:

—Items that influence accident occurrence.

—Items that influence the severity of injuries when accidents do occur.

In the area of accident prevention, Cornell noted that often it is difficult to determine what design factors contribute to a given accident. Furthermore, the facts may be obscured by erroneous opinion based on a superficial examination of the wreck scene.

"For example," the report stated, "an accident that is routinely attributed to 'driver error' may in fact

have been produced by a combination of factors, such as defective vehicle condition, driver fatigue, impaired vision due to glare and/or distortion, lack of driver familiarity with controls (power steering and brakes) etc.

"The magnitude of the benefits to be achieved in accident prevention by a given design improvement is, therefore, impossible to predict. However, the generally projected increase in cruising speeds within the 1980 time period will place increased demands on both vehicles and drivers, and certain design features could be modified with indisputable benefits."

Control and instrument design variations were criticized as a "contributory factor" in accident occurrence.

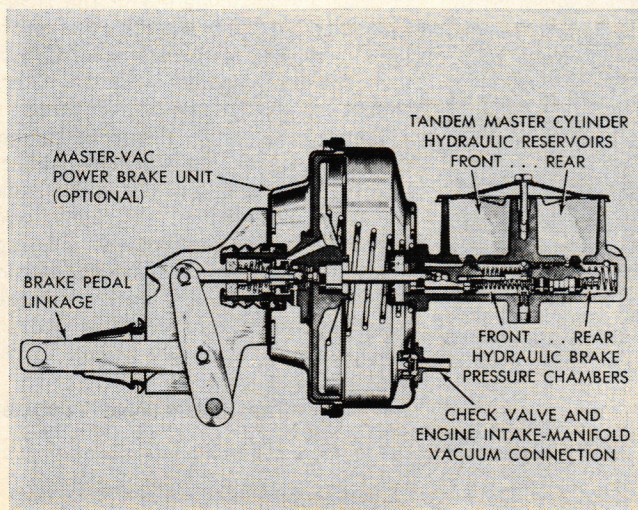
Said the report:

"There appears to be no real justification for the continual changes other than that of styling. This aspect of vehicle design appears to merit greater attention from the safety viewpoint."

Also, additional instruments are expected to be introduced to the dashboard in coming years and will require still more driver attention.

In the area of driver vision, criticism

A double-safety brake system is standard on all 1965 Ramblers. Produced by Bendix for American Motors, the system provides a double margin of safety.



Nylon non-retractable front seat belts are standard on all Ramblers, the first company to introduce the restraining belt starting in 1949.



was made of the use of reflective finishes on hoods, instrument panels, windshield wipers, and steering wheels "for which there appears to be no justification other than styling." The glare produced by these objects, combined with windshield distortion and improper seating heights, was considered to be a real hazard for drivers.

Brake systems need improvement. Active programs, Cornell noted, are in existence to develop economically feasible anti-skid braking systems to overcome the loss of steering control when a driver panics and applies the brakes at the wrong time.

Brake fade, however, is a growing problem as higher cruising speeds become more common along with automatic transmissions. The amount of energy that must be absorbed by brakes has been increasing rapidly. Disc brakes probably will become standard equipment in the near future.

In terms of crash safety, the Cornell report said the main requirement for automobiles is provision of a sound outer shell structure that can hold together. Also it must absorb as much energy as possible upon impact without allowing penetration of any striking object into the passenger compartment.

The shell's interior surfaces also should have their sharp edges or projections eliminated. Energy absorbent materials should be used to reduce impact forces on the human body.

Finally, the shell should contain a passenger restraint system to prevent or at least minimize relative body motion and forceful contact with the interior surfaces.

Design engineers have always been aware of the need for passenger packaging in terms of crash safety. But the practical problems of modification to traditional auto body design has slowed progress in this area. Cornell concluded:

"It seems obvious that large pay-offs in crash safety could be achieved by balanced 'passenger packaging' design. . . ."

Crash testing of actual cars has been used as one method in the search for crashworthiness. As a design procedure, however, it has too many drawbacks. Needed is more research with computer techniques.

Accident injuries occur mostly in connection with ejection through the doors, steering wheel contact, dashboard contact, and glass.

"Although it is relatively infrequent for persons to be thrown from the

Commerce Secretary John Connor has predicted, on the basis of research submitted to his department, that the automobile of the future will have improved safety features such as:

—A device to tell a driver when the car ahead of his is slowing down.

—Colored lenses on the rear of autos to distinguish among stop, running, and turning lights.

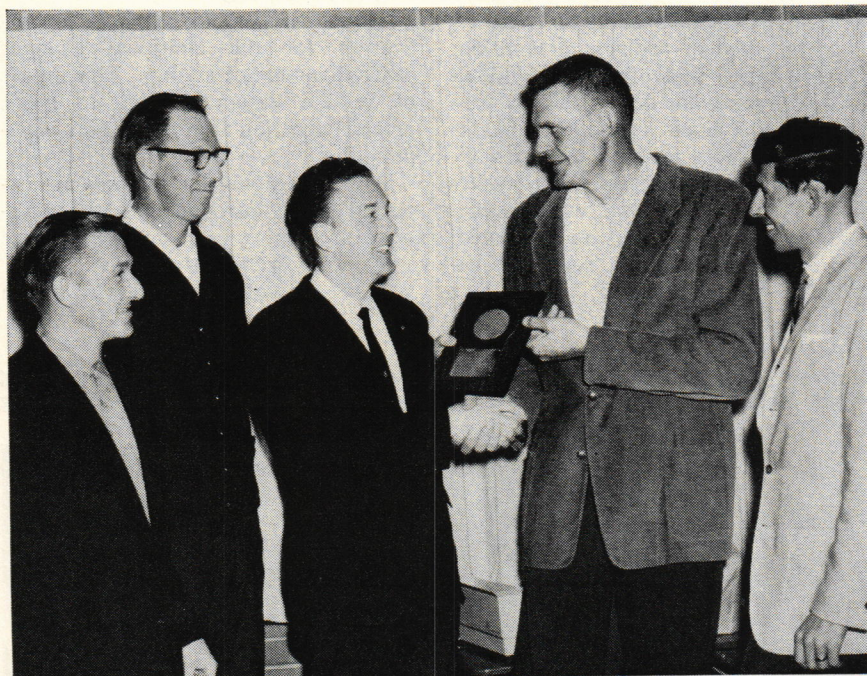
—Stop lights mounted on car roofs where they can be more easily seen.

—Guidance systems to keep cars in the center of the lane and to warn sleepy drivers when they stray away from the center.

—Special power steering to help drivers cope with gusty sidewinds and sloping roads.

—Vacuum devices to help stop a car.

Safe Driving Team



Team winners in a safe driving contest conducted by the Niedert Motor Service Co., Inc., in Des Plaines, Ill., are shown receiving a plaque for their 12-month record. Members of Teamster Local 782, they are (left to right): Henry Noorlag, Jr., Albert Korringa, Ralph Niedert, company vice president, Raymond Karnatz, and George Vucko. Not in the photo were team members Dan Davis and James Weber.

vehicle," said the Cornell report, "the consequences are severe. Passenger ejections account for more fatalities than any other single phenomenon."

There has been good progress made in developing door latches that lock, yet the doors still open in a great number of collisions. Safety latches are least effective in higher speed collisions, according to Cornell research.

Lap-type seat belts help to reduce ejection through doors but persons wearing the belts still strike forward structures and can sustain serious injury. Said Cornell, "Upper body restraint seems called for in the future as the only effective means of sharply reducing contact with forward structures."

Steering Wheels

Next to ejection, the most serious injuries are associated with the steering wheel. In the majority of cases, the driver is thrown forward and hits the steering assembly with his face, thorax or abdomen—or all three.

About the only recommendation made here was that in the future, steering wheels should not come back to meet the driver. Perhaps one answer is an interrupted steering column so that the impact force would not be transmitted. Other steering wheel considerations could include a collapsible or energy absorbing device.

Progress in crash protection for the instrument panel area has been limited because of styling considerations and the fact that car control knobs and switches need to be near the driver.

Future requirements could include a panel shape having no unyielding edges, more and better use of padding, fully recessed knobs and controls, and removal of the protruding panel from the right front passenger area.

Windshield and other glass surfaces account for a great many injuries that are lacerative and generally involve the face and head. Cornell suggests changing the properties of the plastic inter layer in laminated glass to increase penetration resistance. Prevention of contact, of course, is most important.

To sum up, the Cornell report—based upon years of experience with the university's Crash Injury Research Institute—said that autos manufactured with an eye to passenger safety must:

- Be altered in control and instrument design.
- Need reduced surface glare and window distortion.

Congress has been seeking to encourage all auto makers to install on their products as standard equipment:

—Dual operation of the braking system.

—Safe tires and safety rims.

—A standard gear quadrant which would read, from left to right, P for park, R for reverse, N for neutral, D for drive, and L for low.

—Glare reduction surfaces.

—Sweep design windshield wipers and washers.

—Backup lights.

—Outside rearview mirrors.

—Four-way flashers.

—Anchorage for seat-belt assemblies.

—Padded dash and visors.

—Recessed dash instruments and control devices.

—Impact absorbing steering wheel and column displacement.

—Safety door latches and hinges.

—Anchorage of seats.

—Safety glass.

—Standard bumper heights.

—Exhaust emission control systems.

—Require better brake systems.

—Have a sound shell structure.

—Need doors that stay shut upon impact.

—Need a less dangerous steering wheel design.

—Require a cushioned, projection-free dashboard.

—Have to be outfitted with still safer glass.

The report said nothing about a need for greater horsepower, more chrome, fancier styling, or useless gadgets that can become lethal objects upon collision.

The report did not consider the subject of tires because they are not a part of automobile construction itself.

For the record, let it be noted that following Federal Trade Commission hearings on tire safety last January, Sen. Nelson said the testimony documented a "national scandal." The testimony is yet to be made public.

Tire Grading

The Wisconsin Senator, who has sponsored a bill to set federal standards for tire grading and labeling, disclosed that experts testified to the effect that new cars come out of Detroit equipped with tires inadequate even for normal use. He added that sizes stamped on tires do not tell their actual sizes and were never intended to do so, and that there is no way a motorist can choose the right tire.

At a later Senate Commerce subcommittee hearing on Sen. Nelson's proposed legislation, the Rubber Manufacturers Assn. objected to the grading and labeling bill.

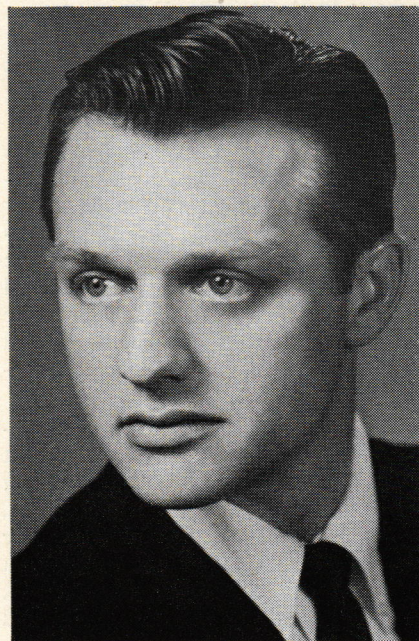
Heinz A. Abersfeller, commissioner of the General Services Administration's federal supply service, testified at the tire hearing that the consumer has no way of knowing exactly what he is buying. Abersfeller said:

"Establishment of safety and performance standards and of a grading and labeling system would substantially reduce the number of accidents caused by tire failure."

Ford, GM, Chrysler, and American Motors all responded to *The International Teamster* request for information on their programs related to auto safety engineering.

Ford gave the most comprehensive reply. The company was particularly proud about its new Ford Automotive Safety Center to be in operation by the end of this year. First of its kind in the industry, Ford hopes the safety center ultimately will be the national nerve center for a broad range of

Teamster Son



William D. Palmer, Democratic Representative to the Iowa State House of Representatives, is the son of Florence I. Palmer, a member of Teamster Local 90 in Des Moines, Ia. Young Palmer is a member of United Rubber Workers Local 164.

safety evaluation and research activities.

C. R. Briggs, Ford's director of automotive safety, said the research will concentrate on vehicle design, man-machine compatibility and traffic control. Input data will come from the technical staff and three proving grounds.

Briggs said Ford's work in accident prevention and crash injury reduction actually started in 1952 when the company began collecting data from the Indiana State Police. He added:

"It was input from this early data that led to development of the Ford safety package for our 1956 models: The first safety door latches, deep-dish steering wheels, padded instrument panels and sun visors, seat belts and reinforced front seat tracks."

However, Briggs said, Ford's first major safety contribution was to make laminated safety glass standard equipment on all the company's cars in 1927.

In recent years, Ford has developed a crash impact sled for testing equipment. It also has carried out more than 200 actual car crashes recorded by high-speed cameras.

Research has shown, says Briggs, that "stiff, unyielding structures are

not the answer to safe vehicle design as they simply transmit all impact energy to the occupants."

He added: "And highly resilient crash padding is not the answer. It simply stores energy like a coil spring—then releases it again."

Ford recently unveiled its Radio Road Alert system which automatically uses a car radio to warn the driver of highway hazards. Strictly experimental at this stage, the electronic gadget is intended to help control traffic, reduce accidents, and promote driver peace of mind. Whether it will ever become a reality is problematical.

Current Ford safety features standard on all cars include safety seat design, including seat tracks to limit forward movement in case of collision, deep-dish steering wheel, safety door latches capable of withstanding a longitudinal load of 3,000 pounds, shatter-resistant rear view mirror, and numerous optional items such as safety padding on the instrument panel.

Beginning with 1966 models, all Fords will be equipped with front and rear seat belts unless customers specify otherwise.

Scholarship Winners



This happy group shows past and present winners of \$3,000 and \$1,500 scholarships awarded annually and sponsored by Teamster Local 202 in New York City. Shown with the group is Charles Ullrich (standing, center), president of Local 202. The students are (left to right): Seated—Richard Garbeth, Linda Baiardi, Alan Rabin, Anne Marie Nowom, Richard Shea; Standing—Michael Rothman, Susan Kaplan, Ullrich, Carolyn Gentile, and Paul Zatz.

Herbert L. Misch, Ford vice president in charge of engineering and research, remarked recently on a basic

problem of achieving auto safety. He said, "We need accident data of far greater magnitude and quality than we now have."

The problem is common to all researchers involved in auto safety. The Cornell Aeronautical Laboratory, until now, has been the only significant source of such data. But Cornell relies on police and coroners' accident reports which, while useful, are incomplete.

Brake Safety

American Motors, in its reply to *The International Teamster*, was especially pleased with its development of a double-safety brake system now standard on all Rambler models. The company's tandem master cylinder provides a double margin of safety in case of a hydraulic failure. The hydraulic system for the front brakes is entirely separate from the rear brakes.

Rambler also offers disc brakes optionally for models equipped with optional power brakes. Disc brakes provide maximum stopping ability and greater car control with less tendency of sliding tires.

Non-retractable seat belts in the front also are standard on all Ramblers now and optional for the rear seat.

Rambler also has concentrated on

For Handicapped Children



Joint Council No. 17, Rochester, N. Y., and its affiliated Local Unions Nos. 99, 118, 300, 398, 645, 791, and 933, recently donated a Station Wagon Bus to the Day Care Training Center for Handicapped Children of Monroe County, N. Y. Shown here at the presentation (left to right) are Anthony Dolce, Council recording secretary; George Leher, trustee; Charles Buckovich and Ben Gentile, council delegates; Thomas Kenny, secretary-treasurer; Ernest Moyer, president; Rocco Gevasi, trustee; Joseph Catalino, vice president; and Hugh Maybee, trustee.

seat design to assure greater safety and comfort. But the headrests are an extra-cost optional item.

Roy Abernethy, president of American Motors, discussed recently the problems of getting auto safety across to the public. He said Rambler's unit body construction, first introduced as a safety feature, did not find acceptance until sold by a different advertising appeal. Likewise, he said, Rambler was the first to make seat belts standard (in 1949), but many customers asked to have them removed because they were a "nuisance."

GM Regrets

Unit body construction and seat belts, among other safety innovations in numerous makes of automobiles, are now finding better acceptance, because, as Abernethy put it, "the public is being stirred" in the matter of car safety.

Chrysler Corporation's reply to *The International Teamster* was rather skimpy on the subject of what that company is doing in the field of vehicle safety.

Chrysler merely noted that it had an automotive safety engineer and was in full accord with the objectives of developing safety devices for automobiles, supporting the Cornell research, and so forth.

General Motors Corporation regretted that it could not be of assistance because, said Anthony De Lorenzo, vice president, "we do not release information relating to product plans until new-model introduction time."

He noted that GM devotes "much attention to the inherent safety of the cars we produce (as) demonstrated by the many new or improved safety features we have adopted over the years."

He said GM researches extensively at development and test facilities devoted to safety progress. The objectives are to facilitate safe driving through advances in braking, steering, stability, and visibility; also to reduce crash injury through stronger door latches, seat belts, dashboard padding and reduction of the impact injury potential of many interior components.

L. H. Nagler, American Motors' safety engineer, more than a year ago made a laudable defense of the auto industry's position in the matter of automotive safety engineering. He said:

"The automobile industry has had

a long and commendable history of basic safety considerations in built-in structures and vehicle components. All too often these safety contributions have been overlooked by self-appointed safety experts and critics—the occasionally well-meaning but frequently uninformed safety 'do-gooders.'

"The automobile industry has promptly adopted safety equipment and designs proved to have definite safety values, where economics and public acceptance have not been seriously adverse."

There is no doubt that automotive safety has progressed in giant leaps from the time when kerosene lanterns, perhaps the earliest safety innovation, were hung on the front fenders of horseless carriages in the 19th century.

There is no doubt that auto makers have glamorized speed and exalted excessive horsepower to sell more and more automobiles—an attitude certainly not in the public interest because it has encouraged fads of unwise driving practices.

There is no doubt, either, as one automobile executive put it, that the thousands of fatalities and injuries incurred in traffic accidents is a tragic

price to pay for all the advantages of an automobile-oriented society.

Cars, drivers, and roads pose a triple challenge to the joy of staying alive and mobile. To say that any one of the three elements influences highway safety to a greater degree than the others, of course, is erroneous.

The vehicle is the beginning of the pattern, however. The driver must learn anew each model year to excel in his caution. The road builder must learn anew each model year to improve the path for the latest wheels. Neither the driver nor the highway can be bettered until it is known what kind of car—safe or unsafe—is going to be used in private transportation.

Motorists who bumped along in a tin lizzie at 30 miles an hour over rutted roads four decades ago thought they were really going somewhere in a hurry. And they were. But tomorrow they will be guiding highly advanced machines at 100 miles an hour over colossal superhighways. Plainly, the death danger has accelerated and all facets of the automobile-oriented society must rise to subdue it.

Unlike the chicken or the egg, the auto comes first.

Teamsters Aid Drive



More than 600 members of Teamster Local 100 in Cincinnati, Ohio, volunteered to drive collection trucks for a recent clothing drive sponsored by the local Boy Scouts council. Shown in the cab is Roscoe Sneed, one of the drivers, with (left to right) George P. Starling, Local 100 president, and Business Agents Earl Quigley and Robert Crawford.

Scholarship Winners



Two sophomore scholarships worth \$1,000 apiece were awarded to children of members of Teamster Local 353 in Seattle, Wash., recently. Participants in the annual program conducted by the Teamster local were (left to right): Don Means, principal of Rainier Beach high school, a judge; Fred Klinefelter, secretary-treasurer of Local 353; Nanci Yarno, daughter of Phil Yarno, now attending the University of Washington; Rick Soderberg, son of Lloyd Soderberg, now attending Seattle Pacific College, and Dr. Robert Waldo, University of Washington official.

'Good American' Award



Michael J. Fomusa (center), secretary-treasurer of Teamster Local 738 in Chicago, was one of 45 persons receiving "Good American" awards at the recent Chicago Committee of One Hundred banquet. The awards are bestowed for outstanding contributions in the field of human relations. With Fomusa are Max Steiner (left), banquet chairman, and Ernest R. Rather (right), president of the Chicago Committee of One Hundred.

600 Lancaster Workers Go Teamster

More than 600 employees of Hubley Mfg., Co., Inc., in Lancaster, Pa., recently voted to dump their affiliation with a Molders local union and go Teamster in a National Labor Relations Board representation election.

Harry B. Graver, secretary-treasurer of Teamster Local 771, said the Hubley workers, dissatisfied with their Molder representation, asked for help. Local 771 conducted a campaign at the company's two plants in Lancaster.

The NLRB ballot was 260 for the Teamsters, 120 for the Molders, and 6 for no union. There are 625 employees in the bargaining unit composed of production and maintenance men, tool and die makers, truck drivers, janitors, warehousemen, shippers and receiving.

Hubley manufactures toy plastic and die casts.

● Rubber Workers

Production workers at Huntington Rubber Mills, manufacturer of rubber and plastic products, voted recently in favor of representation by Teamster Local 223 of Portland, Ore., in a National Labor Relations Board election.

Lloyd E. Hildreth, Local 223 secretary-treasurer, said the ballot count was more than 3 to 1 for the Teamsters over the United Rubber Workers. The new bargaining unit has 60 members.

● Brinks Agreement

Teamster Local 638 in Minneapolis, Minn., has negotiated a new 3-year contract with Brinks, Inc., providing wage increases and fringe benefits.

Robert Smith, Local 638 secretary-treasurer, said the wage gains amounted to 13 cents an hour the first year, 12 cents the second year, and 10 cents in the final year.

The agreement also provides the Central States Pension Plan of \$250 a month at the age of 57 after 20 years' service, jury pay, and funeral leave with pay.

● Labor Costs Down

Unit labor costs in manufacturing averaged about 1 per cent lower in the first quarter of this year than in the same period of 1964. Gardner Ackley, chairman of the President's Council of Economic Advisors, said the drop in labor costs reflected continuing good growth of productivity along with continued moderation of labor settlements. Ackley said prices have been edging up, part of the reason for "the glistening profit gains we have observed."

● Out of Poverty?

The Census Bureau was happy to report recently that the incomes of approximately 464,000 families edged over the \$3,000-a-year mark in 1964. Meanwhile, the number of families with incomes of \$10,000 or more increased by 1.4 million. The median income mark—the exact middle income for 47.8 million families—increased from \$6,249 to \$6,569 in 1964. Still with incomes less than \$3,000 were 8.4 million families.

● Strike-Breakers on Run

An even dozen states have passed laws to ban the hiring of "professional scabs" in plants hit by strikes. Iowa is the latest state to enact such a statute. In addition, more than 70 municipalities have passed anti strike-breaker ordinances, including such places as San Francisco and Cleveland. Thirteen cities in New York State have such a law. Pending in Congress is a federal anti-scab proposal.

● Money and Safety

"We spend \$1 billion to protect two men in a space capsule, and I approve completely. But we won't even spend 1 per cent of that to protect 190 million Americans on the highway. When a plane crashes, we spare no expense to find out why—even put it back together, piece by piece. But we kill 48,000 a year on the highways and we don't even have accurate statistics, much less information on causes."—Sen. Abraham Ribicoff (D-Conn.).

● Brass Salaries Zoom

Nearly three-fifths of the top executives in big business received pay increases in 1964, according to a survey by *Business Week* magazine. The average pay gain for the top brass was 15 per cent—a figure which contrasts with the government guidelines of 3 per cent in pay hikes for workers. Leading the

corporate manager income parade was Frederic G. Donner, General Motors chairman. Donner's combined salary, bonus, and contingent cash credit totaled more than \$800,000 last year.

● Hospital Pay

Twenty per cent of all hospital employees earned less than the then federal minimum of \$1.15 an hour in 1963, according to a government survey. Twenty-nine per cent received less than \$1.25 an hour in the same year. In other words, half of all hospital workers—on the basis of a 40-hour week—had incomes below the \$3,000 poverty level in 1963.

● Teachers Get Militant

"The spring of 1965 has been the most turbulent period the nation has ever seen in the increasingly militant and aggressive drive of public school teachers for control over the conditions under which they will teach"—says Wesley A. Wildman, director of a federally-financed study on teacher contract negotiations. It is estimated, on the basis of teacher contracts already signed, that 1.6 million public school teachers can look forward to their biggest salary increases ever next year, thanks to unionism.

● Summer Jobs

The Neighborhood Youth Corps, a work-study program designed to help teenagers stay in school, has undertaken a special effort to provide more than 100,000 needy youths with summer work. So far, 76 projects in 31 states—expected to generate more than 73,000 jobs—have received federal approval. The special summer program will cost the government an estimated \$40-\$50 million.

● Prep "Braceros" Quit

High school boys hired to pick strawberries in California fields, replacing bracero labor, quit in droves after just a few days at the back-breaking stoop work. The boys were disillusioned with their pay, food, and living conditions. Promised \$1.40 an hour, they found after a few days they had to sign a waiver and go on piece-work rates.

● Drivers Flunk Test

Forty-two per cent of a cross-section of licensed drivers in four major cities failed to pass the recently televised national drivers' test. A survey showed that

only 4 per cent of the cross-section rated "excellent" in the network exam. The average score for the entire cross-section was just an edge above the failing level. An estimated 26 million viewers participated in the televised test.

● Truck Trailer Value

The truck trailer industry in the United States had a value-added-by-manufacturer total of \$202 million in 1963 compared with \$131.3 million in 1958, according to a preliminary report from the Department of Commerce. The "value-added" designation represents the approximate value of products shipped less the cost of materials used to manufacture the products. Truck trailer shipments in 1963 were valued at \$482 million. Biggest increase was in van shipments totaling \$262 million.

● Manufacturing Profits

Manufacturing corporations reaped a 22 per cent profit gain on a 10 per cent increase in sales in the first three months of 1965, according to a report by the Securities and Exchange Commission and the Federal Trade Commission. The after-tax profit per dollar of sales rose to 5.4 cents compared with 4.9 cents in the first quarter of 1964. Officials said the advance in earnings reflected reductions in the corporate income tax rate.

● RTW Foe Dies

John L. Snyder, Jr., chairman of the board and president of U.S. Industries, Inc., a leader in the field of automation, died recently. He was noted for his stand of encouraging full worker participation in unions. Once referring to "right-to-work" law advocates, Snyder characterized them as men whose "plan is simply to weaken and ultimately destroy labor unions by cutting their source of support."

● Job Finders Indifferent

Most private employment agencies in California make only minimum efforts to provide equal opportunities in referral and placement for job seekers of minority backgrounds. A recent study by the California Fair Employment Practice Commission concluded that most of the 1,100 private agencies in the state had an "indifferent attitude toward what it would seem is most essential to the business—manpower."

● Turnpike Safety

Despite the heavy travel, divided highways such as turnpikes, parkways, and interstate highways have a much lower fatality rate than older highways. National Safety Council records show the fatality rate on the big, multi-lane routes is less than half the national average and less than one-third the rural mileage death rate. One key reason is that head-on collisions are extremely rare on the divided routes.

● Gyp Merchants Amok

Frauds against consumers reached a record high in New York State last year, according to Attorney General Louis J. Lefkowitz. He said the New York Consumer Fraud and Protection Bureau processed 100,000 complaints and recovered \$1.2 million for victimized consumers. Lefkowitz said the statistics proved that "the gyp merchant is as active as ever" in devising new schemes to make a buck at the expense of the public.

● Auto Excise Tax

Car buyers stand to benefit from legislation sweeping away more than \$4.6 billion in federal excise taxes—if the promises of auto lobbyists hold up. The auto makers' representatives lobbying to junk the whole auto excise tax issued a statement that the individual manufacturers "reaffirmed their commitment to pass along the tax reductions immediately as they become effective." The auto excise tax is scheduled to drop in stages from 10 per cent to 1 per cent by Jan. 1, 1969.

● Antitrust and Antipoverty

"Deep in the Justice Department's antitrust division," said the *Wall Street Journal* recently, "and far and wide among lawyers who represent corporate clients, this message is being passed: 'When antipoverty comes up against antitrust, antipoverty is going to win.' . . . This means the door is now open just enough to permit major corporations . . . to take over smaller businesses if . . . they can show the acquisitions protect imperiled jobs and prevent poverty."

● Instant Privacy

For the person who fears that he is the victim of electronic snooping, a company called Dectron Industries, Inc., of Santa Monica, Calif., claims to have an answer. The company, which developed the martini-bugging device revealed in recent congressional hearings, now has come up with what it calls an anti-bug device that jams all commonly used eavesdropping gadgets. A person carrying the device, which is smaller than a pack of cigarettes, can press a switch and have "instant privacy," the company claims.

● Power Profits High

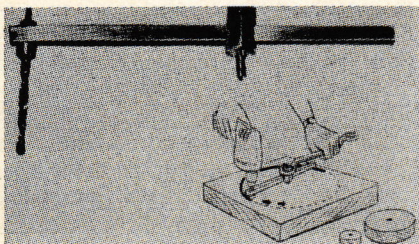
Preliminary reports from the Federal Power Commission show that net profits of private power companies totaled \$2.4 billion for the 12-month period ending last March 31—an increase of more than 10 per cent over the same period in the previous year. Electric consumers paid a record \$3.3 billion to private power companies in the first three months of 1965—a 5.7 per cent increase over the first quarter of 1964.

WHAT'S NEW?

Heavy-Duty Windshield Wipes in Straight Line

Blind spots left around windshield wiper arcs are eliminated by installation of a heavy-duty windshield wiper that moves in a straight line from side to side. Manufactured in Britain and distributed by a firm in Washington, D.C., the wipers are electrically operated and mount on either the top or bottom of a flat windshield or one with curvature of up to 1-in-30 inches. Wiper arm and blade are on a sliding carriage fitted with rubber-tired rollers and it moves in tracks formed in the mounting device. When not in use the blade remains at the outer edge. The fixed-speed motor can be wound for any voltage and single and tandem versions are available with 14-inch blades and various stroke lengths.

Large Compass Cutter Fits Any Drill



Holes from 1½ to 20 inches in diameter can be cut in wood, metal and plastic with a new large compass cutter that fits in any electric drill, and cuts through up to ⅛ inch cold rolled steel.

Three-Piece Truck Rim Marketed

A new light-weight model three-piece truck rim offers maximum flexibility and allows more space between for easy installation of chains as well as V-belts on tandems. Also available in two pieces, the base section is interchangeable with lock ring and flange or with side ring only.

Antique Car

enthusiasts will want a copy of the paper published by the U.S. National Museum—subject: the 1893 Duryea Automobile. It presents the history and description of this famous vehicle, with illustrations and scaled drawings. Write to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Cost is 30¢ a copy—to be included with the order. Ask for Catalog No. S13.3:240/paper 34.

Driver Warned About Tail-Gating, Winds

A number of dangerous situations are signaled to the driver by a flashing light on the dash through installation of a new anti-tailgating device. Helping to prevent accidents by warning the driver that he is following too closely behind another vehicle or is passing to the right too close to oncoming traffic, the signal light also indicates hazardous wind conditions. Consisting of two small sensing tubes mounted on the grille to detect turbulence and an amplifying unit which operates the switch for the warning light, the device automatically compensates for varying speeds and signals much sooner at high speeds.

Spring Brake for Wedge-Brake Axles

Designed for wedge-brake axles is a new emergency spring brake, offering a 1.75 inch stroke for installation on any of the wedge-type foundation brakes. Compact, light-weight, sealed against dirt and completely rust-proofed, it is available in two standard sizes with a choice of four spring powers in each size.

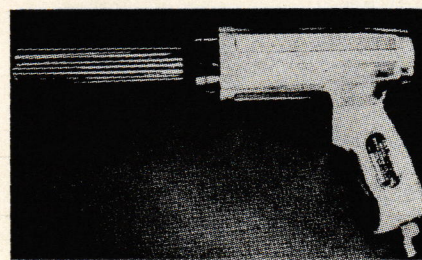
New Oil Meter Eliminates Measuring

The need to measure each refill of oil is eliminated by an oil meter for refilling engine crankcases that can be set for any amount from 1 to 60 quarts. It will shut off the oil when predetermined amount has been pumped.

Durable Infra-Red Heat Modules

Rugged design for continual use is the special attraction of a line of infra-red heat modules for paint ovens and drying lamps. Each unit gives out 1550 degrees F. temperatures and two models are available. The single element version comes in 1800 to 3600 wattages for 240- to 480-volt systems, while the double element model is designed for 3600- to 7200-watts in range.

Air-Operated, High-Impact Jet Chisel



Japan is marketing an air-operated high-impact needle scaler for removing paint, scale, rust, welding slag etc. The chisel has a bundle of air-driven steel needles which work independently at 4000 strokes per minute. The firm's New York office is distributing.

New Air Hammer For Heavy Duty

Heavy weld scaling, chipping and star drilling are facilitated with a new air hammer that weighs less than three pounds and delivers up to 9,000 blows per minute.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Furniture Period

A very chic young lady walked into the furniture store and sought out one of its decorators. She wanted advice on how to augment her present furnishings.

"What," asked the decorator, "is the motif — Modern, Oriental, Provincial, Early American?"

"Well," was the frank reply, "we were married only recently. So the style of our furniture is sort of Early Matrimony—some of his mother's and some of my mother's."

Security Risk

"Fat men are usually very trustworthy," said one employer to another.

"Oh, they find it difficult to stoop to anything low!"

Fatigued

"How far down do you want to sit?" asked the usher.

"All the way," answered the Little Old Lady. "I'm very tired."

In a Daze

How did the Smith wedding go off? Fine, until the parson asked the bride if she'd obey her husband.

What happened then?

She replied, "Do you think I'm crazy?" and the groom who was in a sort of daze, replied, "I do."

Limited Success

A Scotchman finally succeeded in raising his chickens on a diet of sawdust and water. And when a dozen of the eggs were hatched he discovered that he had ten woodpeckers and two chickens with wooden legs.

Changing Times

This automation we hear so much about these days is something that gets all the work done while you just sit there. When you were younger, this process was called Mother.

Cruise Blues

Two long-stemmed beauties dallied at the rail on the top deck of a cruise ship. "It's exactly the way I pictured it," sighed one. "Salt spray, turquoise skies, exotic islands—and no men."

Our Troubled World

One of Will Rogers' famous quips, as current now as when he said it a generation ago:

"Every government in the world today has more discontented people than usual, but I think there is less complaining by the subjects in Russia than anywhere else. That is, they don't complain as long."

Crime Buster

Suggestion for the FBI: One way to make sure that crime won't pay would be to let the government run it.

In a Fix

A guest at a party, arriving late, found a seat reserved for him near the head of the table, where a goose was being carved.

"Ah!" he exclaimed, "so I'm to sit next to the goose." Then, observing the haughty- and indignant-looking lady on his left, he made haste to correct his unfortunate remark.

"I mean the roasted one, of course," he said.

Statistics

A new Hollywood starlet is 36-36-24-36. The first 36 is her IQ.

A Difference

"Harry," said the clergyman, "whiskey is your worst enemy."

"But wasn't it only last Sunday you were telling us to love our enemies?"

"It was. But I didn't say anything about swallowing them."

Up In Smoke

Passerby—See here, my friend, you can't open that door with a cigar butt!

Reveler—Good Lor'. Must have smoked the door key!

Explained

A man telephoned his doctor excitedly. "Quick!" he insisted. "My wife has appendicitis!"

"Now, now," retorted the doctor. "I took your wife's appendix out five years ago. I never heard of anyone having a second appendix."

"Maybe not, Doc," replied the anxious husband. "But ever hear of a man having a second wife?"

Classic Violence

A suburban grandmother's heart momentarily leaped up the other evening when she heard her grandson—a ten-year-old apprentice demon and non-intellectual—whistling Mendelssohn's *Spring Song* as he did his nightly minimum of homework. She asked where he had learned the music. "That?" he said. "That's just what they play on television whenever someone gets bopped on the head."

Money

Money may talk, but today's dollar doesn't have cents enough to say much.

For Alterations

"You plead guilty to stealing this man's overcoat," said the judge, "and now you want me to reduce your fine. Why?"

"Please, your worship," begged the man, "I had to have the sleeves shortened."

FIFTY YEARS AGO

in Our Magazine



Vol. XII

(From the July, 1915, issue of the *TEAMSTER*)

Number 7

Navy Yard Workers Forbidden To Serve On Labor Councils

Government ownership and civil service have again been used as an excuse in order to deprive workmen of their fundamental political rights.

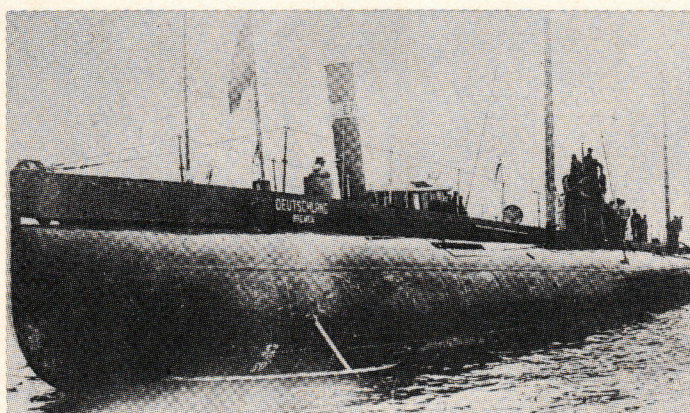
In a communication just issued by the district secretary of the federal civil service commission, workmen at the Mare Island navy yard are with one grand stroke of the pen "forbidden" to serve as officers in the labor council. The free (?) American workers employed in Uncle Sam's California navy yard are still graciously "permitted" to serve as delegates to the labor council, but, says the order, "Such service is inadvisable" because it is likely to involve them in political activity.

Americans are in the habit of poking fun at certain foreign countries where man's every activity is directed by governmental rules and regulations. It is to be hoped that these same Americans will see the fine, sardonic humor conveyed in our own civil service tyrants' order.

Subject to Tyrants

If serving the government means unqualified subjection to petty tyrants and complete abrogation of the individual's political rights, then let us pray for delivery from government ownership. But we know that government ownership does not mean anything of the kind—and we know that free men will never tamely submit to the autocracy of a few little inflated human beings who imagine their position as federal civil service commissioners gives them supreme power over their fellow citizens who toil in the sweat of their brows.

Speed-Up Methods Condemned



German merchant submarine *Deutschland* has been captured by the British after making two successful trips through a blockade to deliver contraband goods to America. Before its capture the sub brought \$10 million worth of dyes to this country.

Halsey System Scored By Labor Secretary

Speeding-up systems are sufficient to upset the mind of an ordinary individual and produce insanity.

This is what the solicitor of the United States department of labor thinks of the stop-watch method of production.

The department has sustained this view, which is included in an opinion by its legal advisor that a worker injured because of a strain from working under a "speeding-up" system is entitled to relief under the federal workmen's compensation act.

The decision was made in the case of D. C. Manning, sailmaker at the Mare Island navy yard, California, who worked for twenty years without losing a day from illness. A time card system was introduced, and in his plea for compensation, Manning brought out these points:

Account for Every Minute

"Under the time-card system you had to give an account of every minute you were on a job, and we were given to understand that the men who did the most work would hold their jobs the longest. Later the Halsey system was introduced. Under this plan a time man, equipped with tablet, lead pencil and stop watch, sat in front of the worker to find out how long it takes to do a certain piece of work."

Manning was engaged in making coaling bags, which are forty-two inches long and eight feet in circumference. It is the hardest work in sailmaking.

Between the physical strength necessary in this work and the mental strain caused by every move being "tabbed," Manning collapsed, and asked for relief under the compensation act.

Professor Says Workman Is A Fool!

Dr. William M. Leiserson, labor expert of the United States Industrial Relations Commission, who was selected by Chairman Frank P. Walsh to investigate unemployment, has been giving some mighty interesting interviews through several syndicate papers. In a word, he says that under our present commercial system, organization through labor unions is the only hope for the workers. The heartless, mandevouring methods pursued by captains of industry can only be checked by labor uniting and acting as a merchant, as well as worker, says he.

Declaring that labor is centuries behind the times and continues to peddle its wares from door to door while big business has its highly organized sales force for selling its product, the doctor ridicules labor's medieval methods in dealing with the employer, and says:

"Workmen bring their labor to his door. He picks out what workmen he wants and tells the other merchants of labor to get their goods off the premises before he has them arrested for

trespass! As a merchant of his labor, the workman is a fool.

"The agents of labor unions are the trained sales forces of organized labor. But we cannot solve the problem we face today by sitting back and saying, 'Unionism is the remedy.'

"Unionism undoubtedly would give the worker the protection he needs. But we must face the fact that the majority of labor is not organized, that in this country less than one-fourth of it is, and that, partly because employers have shown themselves strong enough to prevent the organization of labor in many lines and partly because large numbers of the workers are too ignorant to realize the benefit organization would be to them, there seems no immediate prospect of a percentage of labor great enough to be decisive becoming organized.

"Since unionism cannot at present do for labor what labor so badly needs done for it, the masses of the workers are now turning to the Government for help. That's what brought about the appointment of the Industrial Relations Commission."

"Your Letters Can Help . . ."

REPEAL 14 (b) NOW

IF YOU live in a state which has no so-called "right-to-work" law and enjoy wages, hours and conditions protected by a union shop, you have a tremendous stake in the current drive to repeal Section 14(b) of Taft-Hartley.

As long as 14(b) is law, outfits like the National "Right-to-Work" Committee can launch a campaign in your state to wipe out your union shop and make open shop compulsory.

IF YOU live in a state with a so-called "right-to-work" law, you know the frustrations of having free riders in your plant who take union-won benefits but won't support the union, turn strikebreaker, and subvert good wages, hours and conditions.

Your stake in repeal of Section 14(b) is vitally important.

Powerful forces are combined today to pressure Congress to keep 14(b) and state compulsory open shop laws. The National Association of Manufacturers, the "Right-to-Work" Committee, the John Birch Society, the U.S. Chamber of Commerce, all have joined hands with America's reactionary right-wing because they know compulsory open shop and 14(b) keep wages low.

How can you fight such powerful and heavily financed forces?

With pen and ink and a 5-cent stamp to carry a letter to your congressmen and senators! Write today! Tell them you want Section 14(b) repealed so union members everywhere can be free to bargain collectively and so no one lives under the threat of having his present level of wages, hours, and conditions wiped out by a compulsory open shop law.

